

CMS

ILLINOIS
DEPARTMENT OF CENTRAL
MANAGEMENT SERVICES

PAY PLAN

EFFECTIVE FOR FISCAL YEAR 2006
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SUBTITLE B: PERSONNEL RULES, PAY PLANS, AND
POSITION CLASSIFICATIONS
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peremptory amendment at 14 Ill. Reg. 7652, effective May 7, 1990; amended at 14 Ill. Reg. 10002, effective June 11, 1990; emergency amendment at 14 Ill. Reg. 11330, effective June 29, 1990, for a maximum of 150 days; amended at 14 Ill. Reg. 14361, effective August 24, 1990; emergency amendment at 14 Ill. Reg. 15570, effective September 11, 1990, for a maximum of 150 days; emergency amendment expired on February 8, 1991; corrected at 14 Ill. Reg. 16092; peremptory amendment at 14 Ill. Reg. 17098, effective September 26, 1990; amended at 14 Ill. Reg. 17189, effective October 2, 1990; amended at 14 Ill. Reg. 17189, effective October 19, 1990; amended at 14 Ill. Reg. 18719, effective November 13, 1990; peremptory amendment at 14 Ill. Reg. 18854, effective November 13, 1990; peremptory amendment at 15 Ill. Reg. 663, effective January 7, 1991; amended at 15 Ill. Reg. 3296, effective February 14, 1991; amended at 15 Ill. Reg. 4401, effective March 11, 1991; peremptory amendment at 15 Ill. Reg. 5100, effective March 20, 1991; peremptory amendment at 15 Ill. Reg. 5465, effective April 2, 1991; emergency amendment at 15 Ill. Reg. 10485, effective July 1, 1991, for a maximum of 150 days; amended at 15 Ill. Reg. 11080, effective July 19, 1991; amended at 15 Ill. Reg. 13080, effective August 21, 1991; amended at 15 Ill. Reg. 14210, effective September 23, 1991; emergency amendment at 16 Ill. Reg. 711, effective December 26, 1991, for a maximum of 150 days; amended at 16 Ill. Reg. 3450, effective February 20, 1992; peremptory amendment at 16 Ill. Reg. 5068, effective March 11, 1992; peremptory amendment at 16 Ill. Reg. 7056, effective April 20, 1992; emergency amendment at 16 Ill. Reg. 8239, effective May 19, 1992, for a maximum of 150 days; amended at 16 Ill. Reg. 8382, effective May 26, 1992; emergency amendment at 16 Ill. Reg. 13950, effective August 19, 1992, for a maximum of 150 days; emergency amendment at 16 Ill. Reg. 14452, effective September 4, 1992, for a maximum of 150 days; amended at 17 Ill. Reg. 238, effective December 23, 1992; peremptory amendment at 17 Ill. Reg. 498, effective December 18, 1992; amended at 17 Ill. Reg. 590, effective January 4, 1993; amended at 17 Ill. Reg. 1819, effective February 2, 1993; amended at 17 Ill. Reg. 6441, effective April 8, 1993; emergency amendment at 17 Ill. Reg. 12900, effective July 22, 1993, for a maximum of 150 days; amended at 17 Ill. Reg. 13409, effective July 29, 1993; emergency amendment at 17 Ill. Reg. 13789, effective August 9, 1993, for a maximum of 150 days; emergency amendment at 17 Ill. Reg. 14666, effective August 26, 1993, for a maximum of 150 days; amended at 17 Ill. Reg. 19103, effective October 25, 1993; emergency amendment at 17 Ill. Reg. 21858, effective December 1, 1993, for a maximum of 150 days; amended at 17 Ill. Reg. 22514, effective December 15, 1993; amended at 18 Ill. Reg. 227, effective December 17, 1993; amended at 18 Ill. Reg. 1107, effective January 18, 1994; amended at 18 Ill. Reg. 5146, effective March 21, 1994; peremptory amendment at 18 Ill. Reg. 9562, effective June 13, 1994; emergency amendment at 18 Ill. Reg. 11299, effective July 1, 1994, for a maximum of 150 days; peremptory amendment at 18 Ill. Reg. 13476, effective August 17, 1994; emergency amendment at 18 Ill. Reg. 14417, effective September 9, 1994, for a maximum of 150 days; amended at 18 Ill. Reg. 16545, effective October 31, 1994; peremptory amendment at 18 Ill. Reg. 16708, effective October 28, 1994; amended at 18 Ill. Reg. 17191, effective November 21, 1994; amended at 19 Ill. Reg. 1024, effective January 24, 1995; peremptory amendment at 19 Ill. Reg. 2481, effective February 17, 1995; peremptory amendment at 19 Ill. Reg. 3073, effective February 17, 1995; amended at 19 Ill. Reg. 3456, effective March 7, 1995; peremptory amendment at 19 Ill. Reg. 5145, effective March 14, 1995; amended at 19 Ill. Reg. 6452,

effective May 2, 1995; peremptory amendment at 19 Ill. Reg. 6688, effective May 1, 1995; amended at 19 Ill. Reg. 7841, effective June 1, 1995; amended at 19 Ill. Reg. 8156, effective June 12, 1995; amended at 19 Ill. Reg. 9096, effective June 27, 1995; emergency amendment at 19 Ill. Reg. 11954, effective August 1, 1995, for a maximum of 150 days; peremptory amendment at 19 Ill. Reg. 13979, effective September 19, 1995; peremptory amendment at 19 Ill. Reg. 15103, effective October 12, 1995; amended at 19 Ill. Reg. 16160, effective November 28, 1995; amended at 20 Ill. Reg. 308, effective December 22, 1995; emergency amendment at 20 Ill. Reg. 4060, effective February 27, 1996, for a maximum of 150 days; peremptory amendment at 20 Ill. Reg. 6334, effective April 22, 1996; peremptory amendment at 20 Ill. Reg. 7434, effective May 14, 1996; amended at 20 Ill. Reg. 8301, effective June 11, 1996; amended at 20 Ill. Reg. 8657, effective June 20, 1996; amended at 20 Ill. Reg. 9006, effective June 26, 1996; amended at 20 Ill. Reg. 9925, effective July 10, 1996; emergency amendment at 20 Ill. Reg. 10213, effective July 15, 1996, for a maximum of 150 days; amended at 20 Ill. Reg. 10841, effective August 5, 1996; peremptory amendment at 20 Ill. Reg. 13408, effective September 24, 1996; amended at 20 Ill. Reg. 15018, effective November 7, 1996; peremptory amendment at 20 Ill. Reg. 15092, effective November 7, 1996; emergency amendment at 21 Ill. Reg. 1023, effective January 6, 1997, for a maximum of 150 days; amended at 21 Ill. Reg. 1629, effective January 22, 1997; amended at 21 Ill. Reg. 5144, effective April 15, 1997; amended at 21 Ill. Reg. 6444, effective May 15, 1997; amended at 21 Ill. Reg. 7118, effective June 3, 1997; emergency amendment at 21 Ill. Reg. 10061, effective July 21, 1997, for a maximum of 150 days; emergency amendment at 21 Ill. Reg. 12859, effective September 8, 1997, for a maximum of 150 days; peremptory amendment at 21 Ill. Reg. 14267, effective October 14, 1997; peremptory amendment at 21 Ill. Reg. 14589, effective October 15, 1997; peremptory amendment at 21 Ill. Reg. 15030, effective November 10, 1997; amended at 21 Ill. Reg. 16344, effective December 9, 1997; peremptory amendment at 21 Ill. Reg. 16465, effective December 4, 1997; peremptory amendment at 21 Ill. Reg. 17167, effective December 9, 1997; peremptory amendment at 22 Ill. Reg. 1593, effective December 22, 1997; amended at 22 Ill. Reg. 2580, effective January 14, 1998; peremptory amendment at 22 Ill. Reg. 4326, effective February 13, 1998; peremptory amendment at 22 Ill. Reg. 5108, effective February 26, 1998; peremptory amendment at 22 Ill. Reg. 5749, effective March 3, 1998; amended at 22 Ill. Reg. 6204, effective March 12, 1998; peremptory amendment at 22 Ill. Reg. 7053, effective April 1, 1998; peremptory amendment at 22 Ill. Reg. 7320, effective April 10, 1998; peremptory amendment at 22 Ill. Reg. 7692, effective April 20, 1998; emergency amendment at 22 Ill. Reg. 12607, effective July 2, 1998, for a maximum of 150 days; peremptory amendment at 22 Ill. Reg. 15489, effective August 7, 1998; amended at 22 Ill. Reg. 16158, effective August 31, 1998; peremptory amendment at 22 Ill. Reg. 19105, effective September 30, 1998; peremptory amendment at 22 Ill. Reg. 19943, effective October 27, 1998; peremptory amendment at 22 Ill. Reg. 20406, effective November 5, 1998; amended at 22 Ill. Reg. 20581, effective November 16, 1998; amended at 23 Ill. Reg. 664, effective January 1, 1999; peremptory amendment at 23 Ill. Reg. 730, effective December 29, 1998; emergency amendment at 23 Ill. Reg. 6533, effective May 10, 1999, for a maximum of 150 days; amended at 23 Ill. Reg. 7065, effective June 3, 1999; emergency amendment at 23 Ill. Reg. 8169, effective July 1, 1999, for a maximum of 150 days; amended at 23 Ill. Reg. 11020, effective August 26, 1999; amended at 23 Ill. Reg. 12429, effective September 21, 1999;

peremptory amendment at 23 Ill. Reg. 12493, effective September 23, 1999; amended at 23 Ill. Reg. 12604, effective September 24, 1999; amended at 23 Ill. Reg. 13053, effective September 27, 1999; peremptory amendment at 23 Ill. Reg. 13132, effective October 1, 1999; amended at 23 Ill. Reg. 13570, effective October 26, 1999; amended at 23 Ill. Reg. 14020, effective November 15, 1999; amended at 24 Ill. Reg. 1025, effective January 7, 2000; peremptory amendment at 24 Ill. Reg. 3399, effective February 3, 2000; amended at 24 Ill. Reg. 3537, effective February 18, 2000; amended at 24 Ill. Reg. 6874, effective April 21, 2000; amended at 24 Ill. Reg. 7956, effective May 23, 2000; emergency amendment at 24 Ill. Reg. 10328, effective July 1, 2000, for a maximum of 150 days; emergency expired November 27, 2000; peremptory amendment at 24 Ill. Reg. 10767, effective July 3, 2000; amended at 24 Ill. Reg. 13384, effective August 17, 2000; peremptory amendment at 24 Ill. Reg. 14460, effective September 14, 2000; peremptory amendment at 24 Ill. Reg. 16700, effective October 30, 2000; peremptory amendment at 24 Ill. Reg. 17600, effective November 16, 2000; amended at 24 Ill. Reg. 18058, effective December 4, 2000; peremptory amendment at 24 Ill. Reg. 18444, effective December 1, 2000; amended at 25 Ill. Reg. 811, effective January 4, 2001; amended at 25 Ill. Reg. 2389, effective January 22, 2001; amended at 25 Ill. Reg. 4552, effective March 14, 2001; peremptory amendment at 25 Ill. Reg. 5067, effective March 21, 2001; amended at 25 Ill. Reg. 5618, effective April 4, 2001; amended at 25 Ill. Reg. 6655, effective May 11, 2001; amended at 25 Ill. Reg. 7151, effective May 25, 2001; peremptory amendment at 25 Ill. Reg. 8009, effective June 14, 2001; emergency amendment at 25 Ill. Reg. 9336, effective July 3, 2001, for a maximum of 150 days; amended at 25 Ill. Reg. 9846, effective July 23, 2001; amended at 25 Ill. Reg. 12087, effective September 6, 2001; amended at 25 Ill. Reg. 15560, effective November 20, 2001; peremptory amendment at 25 Ill. Reg. 15671, effective November 15, 2001; amended at 25 Ill. Reg. 15974, effective November 28, 2001; emergency amendment at 26 Ill. Reg. 223, effective December 21, 2001, for a maximum of 150 days; amended at 26 Ill. Reg. 1143, effective January 17, 2002; amended at 26 Ill. Reg. 4127, effective March 5, 2002; peremptory amendment at 26 Ill. Reg. 4963, effective March 15, 2002; amended at 26 Ill. Reg. 6235, effective April 16, 2002; emergency amendment at 26 Ill. Reg. 7314, effective April 29, 2002, for a maximum of 150 days; amended at 26 Ill. Reg. 10425, effective July 1, 2002; emergency amendment at 26 Ill. Reg. 10952, effective July 1, 2002, for a maximum of 150 days; amended at 26 Ill. Reg. 13934, effective September 10, 2002; amended at 26 Ill. Reg. 14965, effective October 7, 2002; emergency amendment at 26 Ill. Reg. 16583, effective October 24, 2002, for a maximum of 150 days; emergency expired March 22, 2003; peremptory amendment at 26 Ill. Reg. 17280, effective November 18, 2002; amended at 26 Ill. Reg. 17374, effective November 25, 2002; amended at 26 Ill. Reg. 17987, effective December 9, 2002; amended at 27 Ill. Reg. 3261, effective February 11, 2003; expedited correction at 28 Ill. Reg. 6151, effective February 11, 2003; amended at 27 Ill. Reg. 8855, effective May 15, 2003; amended at 27 Ill. Reg. 9114, effective May 27, 2003; emergency amendment at 27 Ill. Reg. 10442, effective July 1, 2003, for a maximum of 150 days; emergency expired November 27, 2003; peremptory amendment at 27 Ill. Reg. 17433, effective November 7, 2003; amended at 27 Ill. Reg. 18560, effective December 1, 2003; peremptory amendment at 28 Ill. Reg. 1441, effective January 9, 2004; amended at 28 Ill. Reg. 2684, effective January 22, 2004; amended at 28 Ill. Reg. 6879, effective April 30, 2004; peremptory amendment at 28 Ill. Reg. 7323, effective May 10, 2004; amended at 28 Ill.

Reg. 8842, effective June 11, 2004; peremptory amendment at 28 Ill. Reg. 9717, effective June 28, 2004; amended at 28 Ill. Reg. 12585, effective August 27, 2004; peremptory amendment at 28 Ill. Reg. 13011, effective September 8, 2004; peremptory amendment at 28 Ill. Reg. 13247, effective September 20, 2004; peremptory amendment at 28 Ill. Reg. 13656, effective September 27, 2004; emergency amendment at 28 Ill. Reg. 14174, effective October 15, 2004, for a maximum of 150 days; emergency expired March 13, 2005; peremptory amendment at 28 Ill. Reg. 14689, effective October 22, 2004; peremptory amendment at 28 Ill. Reg. 15336, effective November 15, 2004; peremptory amendment at 28 Ill. Reg. 16513, effective December 9, 2004; peremptory amendment at 29 Ill. Reg. 726, effective December 15, 2004; amended at 29 Ill. Reg. 1166, effective January 7, 2005; peremptory amendment at 29 Ill. Reg. 1385, effective January 4, 2005; peremptory amendment at 29 Ill. Reg. 1559, effective January 11, 2005; peremptory amendment at 29 Ill. Reg. 2050, effective January 19, 2005; peremptory amendment at 29 Ill. Reg. 4125, effective February 23, 2005; amended at 29 Ill. Reg. 5375, effective April 4, 2005; peremptory amendment at 29 Ill. Reg. 6105, effective April 14, 2005; peremptory amendment at 29 Ill. Reg. 7217, effective May 6, 2005; peremptory amendment at 29 Ill. Reg. 7840, effective May 10, 2005; amended at 29 Ill. Reg. 8110, effective May 23, 2005; peremptory amendment at 29 Ill. Reg. 8214, effective May 23, 2005; peremptory amendment at 29 Ill. Reg. 8418, effective June 1, 2005; amended at 29 Ill. Reg. 9319, effective July 1, 2005; peremptory amendment at 29 Ill. Reg. 12076, effective July 15, 2005; peremptory amendment at 29 Ill. Reg. 13265, effective August 11, 2005; amended at 29 Ill. Reg. 13540, effective August 22, 2005; peremptory amendment at 29 Ill. Reg. 14098, effective September 2, 2005; amended at 29 Ill. Reg. 14166, effective September 9, 2005; amended at 29 Ill. Reg. 19551, effective November 21, 2005; emergency amendment at 29 Ill. Reg. 20554, effective December 2, 2005, for a maximum of 150 days; peremptory amendment at 29 Ill. Reg. 20693, effective December 12, 2005; peremptory amendment at 30 Ill. Reg. 623, effective December 28, 2005; peremptory amendment at 30 Ill. Reg. 1382, effective January 13, 2006; amended at 30 Ill. Reg. 2289, effective February 6, 2006; peremptory amendment at 30 Ill. Reg. 4157, effective February 22, 2006; peremptory amendment at 30 Ill. Reg. 5687, effective March 7, 2006; peremptory amendment at 30 Ill. Reg. 6409, effective March 30, 2006; amended at 30 Ill. Reg. 7857, effective April 17, 2006.

SUBPART A: NARRATIVE

Section 310.20 Policy and Responsibilities

- a) It is the policy of the State of Illinois to provide fair and reasonable compensation to employees for service rendered.
- b) The policy and procedures expressed herein are controlling in matters of employee pay administration. It shall be the responsibility of each agency head:
 - 1) To submit promptly all proper and required personnel actions with justifications or other notices of changes affecting employee pay or pay status.

- 2) To cause, within his/her agency, full compliance with all the provisions of this Part.

Section 310.30 Jurisdiction

All positions of employment in the service of the State of Illinois shall be subject to the provisions of this Part unless specifically excluded now, or hereafter, under Section 4(c)(General Exemptions) or Section 4(d) (Partial Exemptions) of the Personnel Code [20 ILCS 415/4(c) or (d)] or other pertinent legislation. Those positions to which jurisdiction of the Personnel Code has been or may be later extended shall also be subject to the provisions of this Part.

(Source: Amended at 20 Ill. Reg. 308, effective December 22, 1995)

Section 310.40 Pay Schedules

The attached Schedule of Salary Grades (Appendix B), Schedule of Rates (Subpart B), Medical Administrator Rates (Appendix C) and the Merit Compensation System (Subpart C) are hereby made a part of this Part. Each employee subject to this Part, except those whose rates of pay is determined under the Schedule of Rates (Subpart B) or the Merit Compensation System (Subpart C) of this Part, or Section 8(a) of the Personnel Code [20 ILCS 415/8a], shall be paid at a step in the appropriate salary grade in the Schedule of Salary Grades (Appendix B) for the class of position in which he/she is employed.

(Source: Amended at 20 Ill. Reg. 308, effective December 22, 1995)

Section 310.50 Definitions

The following definitions of terms are for purposes of clarification only. They affect the Schedule of Rates (Subpart B), Negotiated Rates of Pay (Appendix A), and the Schedule of Salary Grades (Appendix B). Section 310.500 contains definitions of terms applying specifically to the Merit Compensation System.

"Adjustment in Salary" – A change in salary rate occasioned by a previously committed error or oversight, or required in the best interest of the State as defined in Sections 310.80 and 310.90.

"Base Salary" – A dollar amount of pay specifically designated in the Schedule of Salary Grades (Appendix B) or Schedule of Rates (Subpart B). Base salary does not include overtime pay or shift differential pay or deductions for time not worked.

"Bilingual Pay" – The dollar amount per month, or percentage of the employee's monthly base salary, paid in addition to the employee's base salary when the individual position held by the employee has a job description that requires the use of sign language, Braille, or another second language (e.g., Spanish), or that requires the employee to be bilingual.

"Comparable Classes" – Two or more classes that are in the same pay grade.

"Creditable Service" – All service in full or regularly scheduled part-time pay status beginning with the date of initial employment or the effective date of the last salary increase that was at least equivalent to a full step. A new creditable service date will follow an increase of a step or more except for the following actions:

Superior performance increase.

A reevaluation resulting in a salary increase less than a step in the former pay grade.

Reallocation resulting in a salary increase less than a step increase in the former pay grade.

Adjustments as provided for in Section 310.80(f) that are approved to correct errors or oversights. (A new creditable service date will follow Section 310.80(f) adjustments in the best interest of the agency, unless the Director of Central Management Services determines the change in creditable service date to be inequitable.)

"Demotion" – The assignment for cause of an employee to a vacant position in a class in a lower pay grade than the former class.

"Differential" – The additional compensation added to the base salary of an employee resulting from conditions of employment imposed on him/her during normal schedule of work.

"Entrance Salary" – The initial base salary assigned to an employee on entering State service.

"Hourly Pay Grade" – The designation for hourly negotiated pay rates is "H".

"In Between Pay Grade" – The designation for negotiated pay rates in between pay grades is ".5".

"In-hiring Rate" – An in-hiring rate is a minimum rate/step for a class that is above the normal minimum of the range, as approved by the Director of Central Management Services after a review of competitive market starting rates for similar classes.

"Pay Grade" – The numeric designation used for an established set of steps or salary range.

"Pay Plan Code" – The designation used in assigning a specific salary rate based on a variety of factors associated with the position. Pay Plan Codes used in the Pay Plan are:

- 7 = Salary Grade regular pension formula rate
- 8 = Salary Grade alternative pension formula rate
- 9 = Salary Grade maximum-security institution rate
- B = Negotiated regular pension formula rate for the State of Illinois
- E = Educator title AFSCME negotiated 12-month regular pension formula rate for the State of Illinois
- J = Negotiated regular pension formula rate for states other than Illinois, California or New Jersey
- L = Educator title AFSCME negotiated 12-month alternative pension formula rate for the State of Illinois
- M = Educator title AFSCME negotiated 9-month regular pension formula rate at the Illinois School for the Visually Impaired
- N = Educator title Illinois Federation of Teachers negotiated 9-month regular pension formula rate for the Illinois School for the Deaf
- O = Educator title AFSCME negotiated 9-month regular pension formula rate at the Illinois Center for Rehabilitation and Education-Roosevelt
- P = Educator title AFSCME negotiated 12-month maximum-security institution rate for the State of Illinois
- Q = Negotiated alternative pension formula rate for the State of Illinois
- S = Negotiated maximum-security institution rate for the State of Illinois
- U = Negotiated regular pension formula rate for the state of California or New Jersey

"Promotion" – The appointment of an employee, with the approval of the agency and the Department of Central Management Services, to a vacant position in a class in a higher pay grade than the former class.

"Reallocation" – The change in the classification of an existing position resulting from significant changes in assigned duties and responsibilities.

"Reclassification" – The assignment of a position or positions to a different classification based on creation of a new classification or the revision of existing class specification, and approved by the Civil Service Commission.

"Reevaluation" – The assignment of a different pay grade to a class based upon change in relation to other classes or to the labor market.

"Salary Grade" – The system of pay practices applied to specific positions or employees not represented by a bargaining unit, and not in the Merit Compensation System, which includes Broad-Band positions.

"Salary Range" – The dollar value represented by Steps 1c through 8 of a pay grade assigned to a class title.

"Satisfactory Performance Increase" – An upward revision in the base salary from one designated step to the next higher step in the pay grade for that class as a result of having served the required amount of time at the former rate with not less than a satisfactory level of competence. (Satisfactory level of competence shall mean work, the level of which, in the opinion of the agency head, is above that typified by the marginal employee.)

"Superior Performance" – Performance characterized by work results substantially above a satisfactory level.

"Transfer" – The assignment of an employee to a vacant position having the same pay grade.

"Work Year" – That period of time determined by the agency and filed with the Department of Central Management Services in accordance with 80 Ill. Adm. Code 303.300.

(Source: Amended at 30 Ill. Reg. 7857, effective April 17, 2006)

Section 310.60 Conversion of Base Salary to Pay Period Units

For purposes of converting a base salary to an amount applicable for one pay period, the following methods of computation shall apply:

- a) An annual base salary shall be divided by the number of pay periods in one assigned year.
- b) A monthly base salary shall be divided by two on a semi-monthly payment schedule or shall be multiplied by twelve and the result divided by the number of pay periods in a work year on a payment schedule other than semi-monthly.
- c) A weekly base salary shall be multiplied by 52 and the result divided by the number of pay periods in a work year.
- d) A daily base salary shall be multiplied by the number of days actually worked in a pay period.
- e) An hourly base salary shall be multiplied by the number of hours actually worked in a pay period.

Section 310.70 Conversion of Base Salary to Daily or Hourly Equivalents

For purposes of determining the hourly or daily equivalent of a base salary, the following methods of computation shall apply:

- a) Payment for Vacation, Sick Leave* and Unused Compensatory Overtime Credits - A daily (hourly) equivalent shall be determined by converting the base salary to an annual salary and dividing the result by the number of days (hours) usually worked in a year, according to the agency's normal work schedule as filed with the Department of Central Management Services.

* Sick leave earned prior to January 1, 1984 and after December 31, 1997 is not compensable. Sick leave earned and not used between January 1, 1984 and December 31, 1997 will be compensable at the current base daily rate times one-half of the total number of sick days earned and retained during that time period.

- b) Deductions from a Specific Pay Period -- Employees working full time or a regular part of a full time schedule and who work less than the total number of days/hours in a specific pay period due to furlough days/hours or other noncompensated days/hours, as per Section 302.510 of the Personnel Rules (see 80 Ill. Adm. Code 302.510), shall have the value of the days/hours derived by dividing the annualized rate of pay by the total number of days/hours in a work year as filed by the agency with the Department of Central Management Services. The value of the deducted days/hours would be subtracted from the semimonthly rate.
- c) Payment for Fractional Part of a Specific Pay Period -- In those instances in which an employee is to be compensated at a rate that represents a number of work days (hours) that is less than the actual number of work days (hours) in the pay period, other than when authorized for deduction in accordance with subsection (b), the formula to be used is: monthly rate divided by two equal pay period rate; pay period rate divided by days (hours) scheduled equals daily (hourly) rate; daily (hourly) rate multiplied by days (hours) worked equals gross amount earned.
- d) Part-Time Work -- Part-time employees, whose base salary is other than an hourly or daily basis, shall be paid on a daily rate basis which will be computed from annual rates of salary and the total number of work days in the year.

Section 310.80 Increases in Pay

Except as otherwise provided for in this Section, for employees occupying positions in classes that are paid in conformance with the Schedule of Negotiated Rates (Appendix A) and the Schedule of Salary Grades (Appendix B), increases shall be granted as follows and will become effective the first day of the pay period following the date of approval:

- a) Satisfactory Performance Increase --
 - 1) Each employee who has not attained Step 8 of the relevant pay grade, and whose level of performance has been at a satisfactory level of competence, shall be successively advanced in pay to the next higher step in the pay grade after one year of creditable service in the same class. (Effective July 1, 2003, step increases are suspended for non-union positions and employees.)
 - 2) A satisfactory performance increase shall become effective on the first day of the month within which the required period of creditable service is reached.

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- 3) No satisfactory performance increase may be given after the effective date of separation.
- b) Withholding Satisfactory Performance Increase – As an inducement toward attainment of satisfactory level of competence, satisfactory performance increases may be withheld from the employee who has not achieved a satisfactory level of performance. Such action must be supported by:
 - 1) A performance record showing less than satisfactory performance. This must be prepared by the appropriate supervisor, discussed with the employee and approved by the agency head prior to the date the increase would otherwise become effective. The performance record will not be invalidated by refusal of an employee to sign. In such cases, an explanatory comment shall be made on the record by the supervisor. This record will be preserved by the agency.
 - 2) Notice of withholding of satisfactory performance increases to the Department of Central Management Services – It shall be reported upon completion of action required by subsection (b)(1), but not later than the submission of the payroll reflecting the denial of the increase.
 - c) Redetermination – A satisfactory performance increase previously withheld shall be granted when the cause for withholding has been eliminated. Redetermination must be made at least annually. In such cases the increases will be effective the first day of the month following date of approval and will be preceded by the preparation and filing of a Performance Record within the agency indicating the attainment of satisfactory level of competence.
 - d) Superior Performance Increase –
 - 1) The head of an agency may grant a superior performance increase to an employee who characteristically carries out his/her work activities in such a way that the results are substantially above a satisfactory level of performance.
 - 2) An employee shall be eligible for a superior performance increase after six months continuous service. A minimum of 18 months must elapse between superior performance increases. A superior performance increase shall be for one step in the relevant pay grade. (Effective July 1, 2003, step increases are suspended for non-union and union positions and employees.)

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- 3) A superior performance increase does not affect the creditable service anniversary date. A performance record supporting a superior performance increase award shall be retained by each agency head, and shall be available to the Director of Central Management Services upon request.
 - 4) During the fiscal year, the number of superior performance increases in an agency should not exceed one out of five employees.
- e) Other Pay Increases –
- 1) Promotion and Reallocation –
 - A) Normally, upon promotion or reallocation, an employee shall be advanced to the lowest step in the new grade that represents at least a full step increase in the former grade. When an employee is promoted from Step 8 after February 15, 2002, the employee shall be paid at the lowest step rate in the new range that results in an increase equal to at least 3%. To compute this, add 3% to the employee's current rate at Step 8 (then include longevity if the employee is receiving an increased rate based on longevity). Then place the employee on the lowest step in the new range that is at least equivalent to that amount.
 - B) Any deviation requires prior written approval of the Director of Central Management Services. In determining the appropriateness of a request for a special salary treatment by an employing agency, the Director of Central Management Services will consider whether the need for the special salary treatment is substantial, whether the action is consistent with the treatment of other similar situations, and whether the action is equitable in view of the particular circumstances prompting the request.
 - 2) Reevaluation – If a higher pay grade is assigned to a class, the employee occupying the position in the class shall be advanced to the lowest step in the new grade that represents an increase in pay. If an employee becomes eligible for a satisfactory performance increase as a result of the reevaluation, a one-step increase will be granted immediately.
 - 3) Separation and Subsequent Appointment – Upon separation from a position of a given class and appointment within four calendar days to a position in a higher pay grade, an increase shall be given under the conditions and requirements applicable to promotions.

- 4) Reclassification – If the class to which the position is being moved has a higher pay grade, the employee's base salary is advanced to the salary in the new pay grade that represents the least increase in pay. If this new salary is less than the difference between Step 7 and Step 8 in the previous pay grade and the employee has been paid the base salary in Step 8 of the previous pay grade for longer than one year, the new salary is advanced one step from the salary in the new pay grade representing the least increase.
- f) Adjustment – An employee may receive an upward adjustment in his/her base salary for the purpose of correcting a previous error, oversight or when the best interest of the agency and the State of Illinois will be served. Adjustments must have the prior approval of the Director of Central Management Services. In determining the appropriateness of a request for a salary adjustment by an employing agency, the Director of Central Management Services will consider whether the need for the adjustment is substantial, whether the action is consistent with the treatment of other similar situations, and whether the action is equitable in view of the particular circumstances prompting the request. The effective date for the 4% adjustment increase effective December 2, 2005 is as stated.

(Source: Amended at 30 Ill. Reg. 7857, effective April 17, 2006)

Section 310.90 Decreases in Pay

Employees other than those whose base salaries are determined by the Schedule of Rates (Subpart B) shall have their salaries reduced only as specified below and shall become effective the first day of the pay period following date of approval:

- a) Demotion for Cause to a Lower Class – Upon demotion, the employee's base salary will be reduced to Step 8 of the pay grade for the lower class if the current base salary is in excess thereof, or to the step in the lower pay grade which provides the salary nearest in amount, but less than, the current base salary, except that an employee demoted during a probationary period following promotion will have his/her salary reduced to the step in the lower pay grade which represents the salary had the employee not been promoted, and his/her previous creditable service date will be restored.

- b) Position Reallocated to a Lower Class – The employee's base salary will be reduced to Step 8 of the lower pay grade, if in excess thereof, or to the step in the lower pay grade nearest in amount to, but in no case more than, the current base salary. However, as provided in Section 8(a) of the Personnel Code, the pay for an employee whose position is reallocated because of loss of duties and responsibilities after his/her appointment to such position, shall not be required to be lowered to an exact step for a period of one year. Where the base salary is identical to an exact step in the lower range, he/she shall be placed on this step with no further reduction required. An employee's creditable service date will not be affected.
- c) Voluntary Reduction to a Lower Class – Upon the voluntary reduction of an employee to a vacant position in a class having a lower pay grade than the class from which the reduction was made, the employee's base salary will be reduced to Step 8 of the lower pay grade if in excess thereof, or to the step in the lower pay grade which provides the base salary nearest in amount, but less than, the current base salary, except that an employee who voluntarily requests a reduction to a lower class during a probationary period following promotion will have his/her salary reduced to the step in the pay grade that represents the salary had the employee not been promoted, and his/her previous creditable service date will be restored.
- d) Assignment of a Lower Pay Grade to a Class – Upon assignment, an employee's base salary will be that step in the new pay grade nearest to, but not greater in amount than, the step being vacated in the former pay grade.
- e) Adjustment – An employee may receive a downward adjustment in his/her base salary for the purpose of correcting a previous error or oversight or when the best interest of the agency and the State of Illinois will be served. Adjustments must have the prior approval of the Director of Central Management Services in writing. In determining the appropriateness of a request for a salary adjustment by an employing agency, the Director of Central Management Services will consider whether the need for the adjustment is substantial, whether the action is consistent with the treatment of other similar situations, and whether the action is equitable in view of the particular circumstances prompting the request.

- f) **Reclassification** – If the class to which the position is being moved has a lower pay grade, the employee's base salary will be the salary in the new pay grade nearest to, but not greater than, the employee's former salary. As provided in Section 8(a) of the Personnel Code, the pay for an employee whose position is reclassified shall not be lowered for a period of one year. If the base salary is identical to an exact step in the lower range, he/she shall be placed on this step with no further reduction required. An employee's creditable service date will not be affected.

(Source: Amended at 30 Ill. Reg. 7857, effective April 17, 2006)

Section 310.100 Other Pay Provisions

- a) **Transfer** – Upon the assignment of an employee to a vacant position in a class with the same pay grade as the class for the position being vacated, the employee's base salary will not be changed. Upon separation from a position in a given class and subsequent appointment to a position in the same pay grade, no increase in salary will be given.
- b) **Entrance Salary** – Normally, upon original entry to State service, an employee's base salary will be at Step 1c of the pay grade.
 - 1) **Qualifications Above Minimum Requirements** –
 - A) If a candidate possesses directly related training and experience in excess of the minimum requirements of the class specification, the entrance salary may be up to Step 3 as determined by the employing agency. The salary offered should not provide more than a 10% increase over the candidate's current salary.
 - B) Qualifications above the minimum requirements shall be documented to support an entrance salary higher than Step 1c. An entrance salary higher than Step 3 must have prior approval from the Director of Central Management Services.
 - 2) **Area Differential** – For positions where additional compensation is required because of dissimilar economic or other conditions in the geographical area in which the positions are established, a higher entrance step may be authorized by the Director of Central Management Services. Present employees receiving less than the new rate shall be advanced to the new rate.

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- 3) Upon geographical transfer from or to an area for which additional compensation has been authorized, an employee will receive an adjustment to the appropriate salary level for the new geographical area of assignment effective the first day of the month following date of approval.
- c) Differential and Overtime Pay – An eligible employee may have an amount added to his/her base salary for a given pay period for work performed in excess of the normal requirements for the position and work schedule, as follows:
- 1) Shift Differential Pay – An employee may be paid an amount in addition to his/her base salary for work performed on a regularly scheduled second or third shift. The additional compensation will be at a rate and in a manner approved by the Department of Central Management Services. The Director of Central Management Services will approve the manner and rate of this provision after considering the need of the employing agency, the treatment of other similar situations, prevailing practices of other employers, and the equity of the particular circumstances.
 - 2) Overtime Pay –
 - A) Eligibility – The Director of Central Management Services will maintain a list of titles and their overtime eligibility as determined by labor contracts, Federal Fair Labor Standards Act, or State law or regulations. Overtime shall be paid in accordance with the labor contracts, Federal Fair Labor Standards Act, and State law or regulations.

- B) **Compensatory Time** – Employees who are eligible for compensatory time may request such time, which may be granted by the agency at its discretion, considering, among other things, its operating needs. Compensatory time shall be taken within the fiscal year it was earned at a time convenient to the employee and consistent with the operating needs of the agency. Compensatory time shall be accrued at the rate in which it is earned (straight time or time and a half), but shall not exceed 120 hours in any fiscal year. Compensatory time approved for non-union employees will be earned after 40 actual work hours in a workweek. Compensatory time not used by the end of the fiscal year in which it was earned shall be liquidated and paid in cash at the rate it was earned. Time spent in travel outside the normal work schedule shall not be accrued as compensatory time except as provided by labor contracts and the Federal Fair Labor Standards Act. At no time are overtime hours or compensatory time to be transferred from one agency to another agency.
 - 3) **Incentive Pay** – An employee may be paid an amount in addition to his/her base salary for work performed in excess of the normal work standard as determined by agency management. The additional compensation shall be at a wage rate and in a manner approved by the Director of Central Management Services. The Director of Central Management Services will approve the manner and rate of this provision after considering the need of the employing agency, the treatment of other similar situations, prevailing practices of other employers, and the equity of the particular circumstances.
 - 4) **Extra Duty Pay** – An employee may be paid an amount in addition to his/her base salary for service in addition to the regular work schedule on a special work assignment. Additional compensation will be at a rate and in a manner approved by the Director of Central Management Services. The Director of Central Management Services will approve the manner and rate of this provision after considering the need of the employing agency, the treatment of other similar situations, prevailing practices of other employers, and the equity of the particular circumstances.
- d) **Equivalent Earned Time** –
- 1) **Eligibility** – Employees who are non-union, exempt under the Federal Fair Labor Standards Act, and in positions not eligible for overtime compensation may receive equivalent earned time for hours worked in excess of 40 actual work hours in a work week.

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- 2) Accrual –
 - A) Employees who are eligible for equivalent earned time shall request that time before working in excess of 40 actual work hours in a work week. Requests for equivalent earned time may be granted by the agency at its discretion, considering its operating needs. Equivalent earned time shall be accrued at straight time only to a maximum of 120 hours in any fiscal year.
 - B) Equivalent earned time will accrue in no less than one-half hour increments. Time spent in travel outside the normal work schedule shall not be counted toward accrual of equivalent earned time.
 - 3) Compensation – Any approved equivalent earned time shall be taken at a time convenient to the employee and consistent with the operating needs of the agency. This time may not be carried over from one fiscal year to another fiscal year. At no time is equivalent earned time to be converted into cash payment or transferred from one agency to another agency.
 - e) Part-Time Work – Part-time employees whose base salary is other than an hourly or daily basis shall be paid on a daily basis computed by dividing the annual rate of salary by the total number of work days in the year.
 - f) Out-of-State Assignment – Employees who are assigned to work out-of-state on a temporary basis may receive an appropriate differential during the period of the assignment, as approved by the Director of Central Management Services. The Director of Central Management Services will approve the manner and rate of this provision after considering the need of the employing agency, the treatment of other similar situations, prevailing practices of other employers, and the equity of the particular circumstances.

- g) Lump Sum Payment – Lump sum payment shall be provided for accrued vacation, sick leave and unused compensatory overtime at the current base rate to those employees separated from employment under the Personnel Code. Leaves of absence and temporary layoff (per 80 Ill. Adm. Code 302.510) are not separations and therefore lump sum cannot be given in these transactions. Method of computation is explained in Section 310.70(a).

AGENCY NOTE – The method to be used in computing the lump sum payment for accrued vacation, sick leave and unused compensatory overtime payment for an incumbent entitled to shift differential during his/her regular work hours will be to use his/her current base salary plus the shift differential pay. Sick leave earned prior to January 1, 1984 and after December 31, 1997 is not compensable. Sick leave earned and not used between January 1, 1984 and December 31, 1997 will be compensable at the current base daily rate times one-half of the total number of compensable sick days.

- h) Salary Treatment Upon Return From Leave – An employee returning from Administrative Leave (80 Ill. Adm. Code 302.795), Military Leave (80 Ill. Adm. Code 302.220 and 303.170), Peace Corps Leave (80 Ill. Adm. Code 302.230), Service-Connected Disability Leave (80 Ill. Adm. Code 303.135), Educational Leave (80 Ill. Adm. Code 302.215), Disaster Service Leave with Pay (80 Ill. Adm. Code 303.175), Family Responsibility Leave (80 Ill. Adm. Code 303.148), Leave to accept a temporary, emergency, provisional, exempt (80 Ill. Adm. Code 303.155) or trainee position, or Leave to serve in domestic peace or job corps (80 Ill. Adm. Code 302.230) will be placed on the step that reflects satisfactory performance increases to which he/she would have been entitled during his/her period of leave. Creditable service date will be maintained. An employee returning to his/her former pay grade from any other leave of over 14 days will be placed at the step on which he/she was situated prior to his/her leave, and his/her creditable service date will be extended by the duration of the leave.
- i) Salary Treatment Upon Reemployment –
- 1) Upon the reemployment of an employee in a class with the same pay grade as the class for the position held before layoff, the employee will be placed at the same salary step as held at the time of the layoff, and his/her creditable service date will be adjusted to reflect that time on layoff does not count as creditable service time.

- 2) Upon the reemployment of an employee in a class at a lower salary range than the range of the class for the position held before layoff, the employee will be placed at the step in the lower pay grade that provides the base salary nearest in amount to, but less than, the current value of the step held at the time of layoff, and his/her creditable service date will be adjusted to reflect that time on layoff does not count as creditable service time.
- j) Reinstatement – The salary upon reinstatement of an employee will be as determined by the employing agency and approved by the Director of Central Management Services. This salary should not provide more than a 10% increase over the candidate's current salary or exceed the current value of the salary step held in the position where previously certified. In no event is the resulting salary to be lower than the minimum rate or higher than the maximum rate of the salary range.
- k) Extended Service Payment –
 - 1) The Step 8 rate shall be increased by \$25 per month for those employees who have attained 10 years of service and have three years of creditable service on Step 8 in the same pay grade. (Effective July 1, 2003, this increase is suspended for non-union positions and employees.)
 - 2) The Step 8 rate shall be increased by \$50 per month for those employees who have attained 15 years of service and have three years of creditable service on Step 8 in the same pay grade. (Effective July 1, 2003, this increase is suspended for non-union positions and employees.)
- l) Bi-lingual Pay – Individual positions whose job descriptions require the use of sign language, Braille, or another second language (e.g., Spanish) shall receive 5% or \$100 per month, whichever is greater, in addition to the employee's base rate.

(Source: Amended at 30 Ill. Reg. 7857, effective April 17, 2006)

Section 310.110 Implementation of Pay Plan Changes for Fiscal Year 2006

The rates of pay for all employees occupying positions subject to the Schedule of Salary Grades shall be as set out in Appendix B, Schedule of Salary Grades - Monthly Rates of Pay for Fiscal Year 2006.

(Source: Amended at 29 Ill. Reg. 9319, effective July 1, 2005)

Section 310.120 Interpretation and Application of Pay Plan

The Director of Central Management Services shall determine the proper interpretation and application of each provision of the Plan. The decision of the Director as to the proper interpretation or application of any such provision shall be final and binding upon all agencies and employees affected thereby, and all agencies and employees shall comply with the Director's decision, in the absence of a written opinion of the Attorney General or a written directive of the Civil Service Commission or a court order declaring the Director's decision to be unlawful.

Section 310.130 Effective Date

This Pay Plan Narrative (Subpart A), Schedule of Rates (Subpart B), and Schedule of Salary Grades (Appendix B) shall be effective for Fiscal Year 2006.

(Source: Amended at 29 Ill. Reg. 9319, effective July 1, 2005)

Section 310.140 Reinstitution of Within Grade Salary Increases (Repealed)

(Source: Repealed at 22 Ill. Reg. 16158, effective August 31, 1998)

Section 310.150 Fiscal Year 1985 Pay Changes in Schedule of Salary Grades effective July 1, 1984 (Repealed)

(Source: Repealed at 9 Ill. Reg. 10663, effective July 1, 1985)

SUBPART B: SCHEDULE OF RATES**Section 310.205 Introduction**

An employee occupying a position for which the rate of pay is determined by one of the methods enumerated in this Subpart shall be paid a wage as specified.

Section 310.210 Prevailing Rate

Prevailing rate means the rate of pay for each class and locality certified as being correct by the Director of the Illinois Department of Labor and approved by the Director of Central Management Services or as established under the Prevailing Wage Act [820 ILCS 130]. The following are prevailing rate classes:

Baker	Roofer
Barber	Sewage Plant Operator
Beautician	Sign Hanger
Brickmason	Sign Hanger Foreman
Carpenter	Sign Painter
Carpenter Foreman	Sign Painter Helper
Cement Finisher	Stationary Engineer
Electrician	Stationary Engineer – Assistant Chief
Highway Construction Equipment Operator	Stationary Engineer – Chief
Laborer	Stationary Fireman
Laborer (Building)	Steamfitter
Laborer Foreman	Teacher of Barbering
Machinist	Teacher of Beauty Culture
Maintenance Worker (Power Plant)	Tinsmith
Painter	Trades Tender
Plasterer	Water Plant Operator
Plumber	

(Source: Amended at 29 Ill. Reg. 19551, effective November 21, 2005)

Section 310.220 Negotiated Rate

- a) The rate of pay for a class in any specific area or agency, or in a specific area for an agency, as established and approved by the Director of Central Management Services after having conducted negotiations for this purpose, or as certified as being correct and reported to the Director of Central Management Services by the Director of the Illinois Department of Labor for designated classifications.
- b) An employee occupying a position in a class normally subject to contract, but whose position is excluded from the bargaining unit, shall receive the contract rate and other compensation items specified by the contract, unless the Director of Central Management Services has established another specific provision.
(Effective July 1, 2003, subsection (b) is suspended for non-union positions and employees.)

- c) As provided in certain collective bargaining agreements, an employee may be paid at an appropriate higher rate when assigned to perform the duties of a higher level position. Eligibility for and the amount of this pay will be as provided in the contract.
- d) The negotiated rates of pay for classifications in specified operating agencies shall be as indicated in Appendix A of this Part.

(Source: Amended at 29 Ill. Reg. 19551, effective November 21, 2005)

Section 310.230 Part-Time Daily or Hourly Special Services Rate

The rate of pay as approved by the Director of Central Management Services for persons employed on a part-time basis requiring irregular hours of work and not listed below shall be calculated using the conversion method in Section 310.240.

Position	Rates
Conservation/Historic Preservation Worker	6.50 to 9.00 (hourly)

(Source: Amended at 30 Ill. Reg. 7857, effective April 17, 2006)

Section 310.240 Daily or Hourly Rate Conversion

Rates of pay for employees whose work is of an irregular nature and whose compensation is based on a daily or hourly rate shall be computed as follows:

- a) Daily Rate Conversion – Conversion of the applicable monthly salary to an annual amount and dividing the result by the number of working days in a year according to the normal work schedule of that class for the agency.
- b) Hourly Rate Conversion – Conversion of the applicable monthly salary to an annual amount and dividing the result by the number of working hours in a year according to the normal work schedule of that class for the agency.

(Source: Amended at 30 Ill. Reg. 7857, effective April 17, 2006)

Section 310.250 Member, Patient and Inmate Rate

The rates of pay for all members, patients and inmates shall be as decided by the head of the operating agency in accordance with the agency's administrative policy and reported to the Director of the Department of Central Management Services.

Section 310.260 Trainee Rate

Rates of pay for employees working in Trainee classes or in other classes pursuant to a Trainee Program (80 Ill. Adm. Code 302.170) shall conform to those set forth in the applicable Trainee Program, to salary grades pay grades approved for or pay grades negotiated for such training classes. Merit compensation system Trainee Program rates, which are recommended by the agency head where the Trainee Program is established, will normally be less than the entrance rate for the class for which training is being conducted unless otherwise approved by the Director of Central Management Services. (Effective July 1, 2003, increases are suspended for non-union positions and employees.) Effective December 2, 2005, non-bargaining-unit trainee rates receive a 4% adjustment increase and the base salary for each non-bargaining-unit employee who has 12 months of State service, or upon completing 12 months of State service by or on December 1, 2006, receives a 4% adjustment increase without change in the employee's creditable service date.

(Source: Amended at 30 Ill. Reg. 7857, effective April 17, 2006)

Section 310.270 Legislated and Contracted Rate

The rate of pay for employees occupying positions that require payment in accordance with specified rates set forth in legislation or by contract is as follows:

	<u>Annual Salary</u>
Arbitrator	\$97,790

When an Arbitrator is serving as an acting Commissioner of the Illinois Workers' Compensation Commission, the appropriate rate will be the same as the rate set for a Commissioner.

(Source: Amended at 29 Ill. Reg. 19551, effective November 21, 2005)

Section 310.280 Designated Rate

The rate of pay for a specific position or class of positions excluded from the other requirements of this Pay Plan shall be only as designated by the Governor.

Department of Commerce & Economic Opportunity

Private Secretary II (Pos. No. 34202-42-00-000-01-02)	<u>Annual Salary</u> 62,400
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Department of Healthcare and Family Services

Senior Public Service Administrator (Pos. No. 40070-33-20-000-00-61)	<u>Annual Salary</u> 123,060
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Department of Human Services

Administrative Assistant I (Pos. No. 00501-10-68-010-80-21)	<u>Annual Salary</u> 55,200
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Department of Public Health

Senior Public Service Administrator (Pos. No. 40070-20-80-000-00-81)	<u>Annual Salary</u> 134,004
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(Source: Amended at 30 Ill. Reg. 7857, effective April 17, 2006)

Section 310.290 Out-of-State or Foreign Service Rate

- a) Requirements – The out-of-state or foreign service rate is the rate of pay for employees not subject to Section 310.220 but occupying positions in the classification titles listed in subsection (d) that require payment in accordance with the economic conditions of another state or foreign country. The employee shall reside in the state or foreign country where the position is assigned.

- b) Adjustments – The Director of Central Management Services will, before approving an adjustment, consider the need of the employing agency, the treatment of other similar situations, prevailing practices of other employers, and the equity of the particular circumstances. Effective December 2, 2005, the base salary for each employee who has 12 months of State service, or upon completing 12 months of State service by or on December 1, 2006, receives a 4% adjustment increase without change in the employee's creditable service date. For foreign service rates listed in subsection (d), an adjustment shall be made once a month to the base salary of an employee stationed in a foreign country to compensate for a change in the currency exchange rate. (Effective July 1, 2003, adjustments, except those based on the currency exchange rate or those effective December 2, 2005, are suspended for non-union positions and employees.)
- c) Out-Of-State Rate Calculation – For out-of-state rates, ranges assigned to states other than California and New Jersey are 15% above the ranges assigned to in-state positions and are listed in subsection (d). Ranges assigned to California and New Jersey are 30% above the ranges assigned to in-state positions and are listed in subsection (d).
- d) Minimum and Maximum Out-of-State or Foreign Service Rates in Ranges by Classification Title –

<u>Title</u>	Ranges			
	July 1, 2005		December 2, 2005	
	<u>minimum</u>	<u>maximum</u>	<u>minimum</u>	<u>maximum</u>
Executive II				
(States Other Than California and New Jersey)	3269	5894	3401	6130
(CA, NJ)	3696	6663	3844	6929
Foreign Service Economic Development Executive I	3848	7082	4002	7365
Foreign Service Economic Development Executive II	4929	9283	5126	9654
Foreign Service Economic Development Representative	3269	5894	3400	6130
Office Administrator IV				
(States Other Than California and New Jersey)	2570	4452	2673	4630
(CA, NJ)	2906	5032	3021	5234

Office Assistant (Foreign Service)	2169	2862	2256	2976
Office Associate				
(States Other Than California and New Jersey)	2295	3081	2387	3204
(CA, NJ)	2595	3483	2699	3622
Office Coordinator				
(States Other Than California and New Jersey)	2370	3199	2465	3327
(CA, NJ)	2679	3617	2786	3761
Public Service Administrator				
(States Other Than California and New Jersey)	3445	7542	3583	7843
(CA, NJ)	3895	8525	4051	8866
Revenue Tax Specialist I				
(States Other Than California and New Jersey)	2645	3657	2751	3803
(CA, NJ)	2990	4134	3110	4299
Revenue Tax Specialist II				
(States Other Than California and New Jersey)	2861	4047	2976	4209
(CA, NJ)	3234	4575	3364	4758
Revenue Tax Specialist Trainee				
(States Other Than California and New Jersey)	2448	3335	2546	3468
(CA, NJ)	2768	3770	2878	3921
Senior Public Service Administrator				
(States Other Than California and New Jersey)	4750	11161	4939	11607
(CA, NJ)	5369	12617	5584	13121

(Source: Amended at 30 Ill. Reg. 7857, effective April 17, 2006)

Section 310.300 Educator Schedule for RC-063 and HR-010

The rates of pay for employees in an Educator position shall be as determined in this Section and as shown in Appendix A, Tables T and Y of this Part.

- a) Selection of the appropriate salary lane will be based on the level of academic status attained by the incumbent that relates to the educational programs of the employing agency. All hours beyond bachelor's level must be approved by the employing agency as being applicable to its programs.
- b) All provisions of Subpart A of this Part shall apply to incumbents of the Educator positions, with the following exceptions:
 - 1) For HR-010 only, 310.100 (b) and (l) shall not apply.
 - 2) For both RC-063 and HR-010: Section 310.100 (c) (3) and (4), (d), and (f) shall not apply.
- c) Upon furnishing evidence of the satisfactory completion of required course work, the employee shall be advanced in pay to the same numbered step in the appropriate salary lane. Increases in the rate of pay shall be effective on the first day of the pay period following approval.

(Source: Peremptory Amendment at 29 Ill. Reg. 14098, effective September 2, 2005)

Section 310.310 Physician Specialist Rate

Upon furnishing evidence of American Board Certification in accordance with the requirements provisions of the class specification for Physician Specialist, an incumbent shall advance from a step in the residency option to the same numbered step of the certification option of their specialty. Such increase in the rate of pay shall be effective on the first day of the pay period following the date of approval.

(Source: Peremptory Amendment at 11 Ill. Reg. 13675, effective July 29, 1987)

Section 310.320 Annual Compensation Ranges for Executive Director and Assistant Executive Director, State Board of Elections (Repealed)

(Source: Repealed at 29 Ill. Reg. 13540, effective August 22, 2005)

Section 310.330 Excluded Classes Rate (Repealed)

(Source: Repealed at 8 Ill. Reg. 22844, effective November 14, 1984)

SUBPART C: MERIT COMPENSATION SYSTEM

Section 310.410 Jurisdiction

The Merit Compensation System shall apply to all classes of positions designated below and in the ALPHABETIC INDEX OF POSITION TITLES. Also see Section 310.495 for the application of the Merit Compensation System for those Broad-Band titles listed with their salary ranges in Appendix G.

Title	Title Code	Salary Plan
Accountant Supervisor	00135	MC-05
Activity Therapist Supervisor	00163	MC-07
Actuary III	00203	MC-16
Administrative Assistant I	00501	MC-04
Administrative Assistant II	00502	MC-06
Agricultural Marketing Representative	00810	MC-05
Assignment Coordinator	01530	MC-07
Assistant Automotive Shop Supervisor	01565	MC-03
Automotive Shop Supervisor	03749	MC-07
Boat Safety Inspection Supervisor	04850	MC-06
Building Construction Inspector I	05541	MC-04
Building Construction Inspector II	05542	MC-05
Business Manager	05815	MC-05
Commerce Commission Police Sergeant	08457	MC-07
Corrections Leisure Activities Specialist III	09813	MC-06
Corrections Leisure Activities Specialist IV	09814	MC-07
Corrections Vocational School Supervisor	09880	MC-05
Court Reporter Supervisor	09903	MC-08
Data Processing Supervisor II	11436	MC-04
Data Processing Supervisor III	11437	MC-07
Dietary Manager I	12501	MC-03
Dietary Manager II	12502	MC-05
Disability Claims Analyst	12540	MC-06
Economic Development Representative I	12931	MC-05
Economic Development Representative II	12932	MC-07
Electrical Engineer	13180	MC-10
Employment Security Field Office Supervisor	13600	MC-06
Engineering Technician IV	13734	MC-07
Executive I	13851	MC-05
Executive II	13852	MC-07

Executive Secretary II	14032	MC-01
Executive Secretary III	14033	MC-02
Facility Fire Chief	14433	MC-02
Guard Supervisor	17685	MC-01
Guardianship Supervisor	17720	MC-07
Highway Construction Supervisor I	18525	MC-07
Highway Construction Supervisor II	18526	MC-09
Historical Library Chief of Acquisitions	18987	MC-06
Human Rights Mediator	19771	MC-05
Human Services Casework Manager	19788	MC-07
Industrial and Community Development Representative I	21051	MC-05
Industrial and Community Development Representative II	21052	MC-07
Internal Auditor I	21721	MC-05
Internal Security Investigator I	21731	MC-04
Internal Security Investigator II	21732	MC-07
International Marketing Representative I	21761	MC-05
KidCare Supervisor	22003	MC-07
Laundry Manager I	23191	MC-01
Liability Claims Adjuster II	23372	MC-06
Librarian II	23402	MC-05
Lottery Regional Coordinator	24504	MC-07
Management Operations Analyst I	25541	MC-06
Manuscripts Manager	25610	MC-06
Meat and Poultry Inspector Supervisor	26073	MC-05
Mental Health Administrator I	26811	MC-05
Mental Health Administrator II	26812	MC-07
Mental Health Program Administrator	26908	MC-20
Methods and Procedures Advisor III	27133	MC-07
Mine Rescue Station Supervisor	28155	MC-01
Office Administrator IV	29994	MC-02
Office Administrator V	29995	MC-03
Plumbing Consultant	32910	MC-09
Police Lieutenant	32977	MC-09
Private Secretary I	34201	MC-02
Private Secretary II	34202	MC-04
Property Tax Analyst III	34923	MC-05
Public Aid Family Support Specialist II	35842	MC-05
Public Aid Quality Control Supervisor	35900	MC-07
Public Aid Staff Development Specialist III	36073	MC-06
Public Health Program Specialist III	36613	MC-07
Public Information Coordinator	36750	MC-06

Radiologic Technologist Chief	37505	MC-03
Rehabilitation Workshop Supervisor III	38196	MC-05
Reimbursement Officer II	38200	MC-05
Reproduction Service Supervisor I	38201	MC-02
Reproduction Service Supervisor II	38202	MC-04
Residential Care Program Supervisor I	38271	MC-06
Retirement System Disability Specialist	38310	MC-06
Safety Responsibility Analyst Supervisor	38915	MC-02
Security Officer Chief	39875	MC-04
Security Officer Lieutenant	39876	MC-02
Security Therapy Aide IV	39904	MC-05
Sign Shop Foreman	41000	MC-06
Staff Development Specialist I	41771	MC-05
Staff Development Technician II	41782	MC-03
Statistical Research Specialist III	42743	MC-06
Statistical Research Supervisor	42745	MC-07
Storekeeper III	43053	MC-01
Supervising Vehicle Testing Compliance Officer	43680	MC-06
Switchboard Chief Operator	44410	MC-01
Technical Advisor I	45251	MC-05
Technical Advisor II	45252	MC-07
Telecommunications Supervisor	45305	MC-07
Utility Engineer I	47451	MC-05
Utility Engineer II	47452	MC-07
Vehicle Emissions Compliance Supervisor	47583	MC-05
Waterways Construction Supervisor I	49061	MC-05
Waterways Construction Supervisor II	49062	MC-07

(Source: Amended at 30 Ill. Reg. 2289, effective February 6, 2006)

Section 310.420 Objectives

The principal objectives of the Merit Compensation System are:

- a) To provide for recognition of and reward for differences in individual employee performance.
- b) To provide standard methods and procedures for establishing and applying rates of pay.
- c) To insure internal equity and consistency within and between departments and agencies at all locations of the state.

- d) To establish and maintain fair and competitive salary ranges consistent with the economic interests of the State of Illinois.

Section 310.430 Responsibilities

- a) It shall be the responsibility of each agency head:
 - 1) To cause, within the agency, full compliance with all provisions of the Merit Compensation System.
 - 2) To submit promptly all proper and required personnel actions with justifications or other notices of changes affecting employee pay or pay status.
- b) It shall be the responsibility of the Department of Central Management Services:
 - 1) To develop procedures and techniques as required for the implementation and for the standardization of the application of the Merit Compensation System.
 - 2) To develop and maintain classification standards and salary range rankings for all positions subject to the System.
 - 3) To review and approve employees' rates of pay and personnel changes for compliance with established policy and procedures.

Section 310.440 Merit Compensation Salary Schedule

- a) The Merit Compensation Salary Schedule attached at the end of the Pay Plan as Appendix D is hereby made a part of the Merit Compensation System.
- b) The Salary Schedule shall consist of a series of salary ranges, each composed of a minimum, midpoint and maximum rate.

(Source: Amended at 20 Ill. Reg. 15018, effective November 7, 1996)

Section 310.450 Procedures for Determining Annual Merit Increases

- a) An annual merit increase is an in-range salary adjustment for demonstrated performance.

- b) Eligibility for an annual merit increase shall be determined by the following conditions:
 - 1) Each employee will be eligible for a merit review after attaining 12 months creditable service. The employee's immediate supervisor shall prepare an Individual Development and Performance Evaluation form prior to the Performance Review Date, and discuss the results with the employee.
 - 2) Should the Individual Development and Performance review result in the employee not being eligible for an annual merit increase due to provisions of Section 310.450(d), or should the employee's base rate be at the maximum rate of pay of the salary range assigned to the employee's position, the employee will not be eligible for an annual merit increase until 12 months of additional creditable service has been accrued.
- c) Based upon the results of the Individual Development and Performance Evaluation, the employees' immediate supervisor shall determine whether the employee's performance warrants or does not warrant an annual merit increase.
- d) The amount of an annual merit increase recommendation shall be determined by use of the Merit Increase Guidechart of Section 310.540 if the employee's Individual Development and Performance Evaluation has on the Performance Review Date been evaluated at a Category 3 or higher level. An employee whose Individual Development and Performance Evaluation has on the Performance Review Date been evaluated at Category 4 shall not receive an increase in the present base salary. However, in no event is the resulting salary to be lower than the minimum or higher than the maximum rate of pay of the respective salary range assigned to the employee's position. (Effective July 1, 2003, increases are suspended.)
- e) The employee's immediate supervisor shall prepare a Performance Certification and Salary Increase Recommendation form indicating whether or not the employee is eligible for an annual merit increase and the amount thereof. (Effective July 1, 2003, merit increases are suspended.)
- f) The employee's immediate supervisor shall forward the Individual Development and Performance Evaluation records and Performance Certification and Salary Increase Recommendation records to the agency head or a designated authority for review and approval.
- g) Annual merit increase in pay shall become effective the first day of the month in which the employee's Performance Review Date occurs.

(Source: Amended at 28 Ill. Reg.8842, effective June 11, 2004.)

Section 310.455 Intermittent Merit Increase

Until further amendment, Intermittent Merit Increases are suspended.

- a) An Intermittent Merit Increase may be proposed by a supervisor when one of the following conditions have been met: Outstanding performance of a substantial project; outstanding performance by a manager or supervisor that greatly improves operating efficiency; performance significantly beyond standards for a sustained period. The supervisor must document the circumstances justifying the merit increase.
- b) An Intermittent Merit Increase may be awarded in any whole dollar amount up to 5% of current base salary. An Intermittent Merit Increase may be awarded to an employee not more often than once in a six month period.
- c) The increase must have the prior approval of the agency Director and the Director of Central Management Services.

(Source: Amended at 18 Ill. Reg. 1107, effective January 18, 1994)

Section 310.456 Merit Zone (Repealed)

(Source: Repealed at 20 Ill. Reg. 15018, effective November 7, 1996)

Section 310.460 Other Pay Increases

- a) Promotion – Normally upon promotion an employee shall be advanced in salary by an amount equivalent to between 8 and 15 percent of the current base salary. In no event is the resulting salary to be lower than the minimum rate of the salary range to which the employee is being promoted or greater than the maximum of the new salary range. Upon promotion the employee shall receive a new creditable service date.
- b) Reallocation – Upon reallocation, an employee shall be advanced in salary to a rate of pay that is the equivalent of 5 percent above the current base salary. However, in no event is the resulting salary to be lower than the minimum rate or higher than the maximum rate of the new salary range. A reallocation will not affect the creditable service date of the employee, unless an increase of 10% or greater is provided to move the employee to the minimum salary of the new title.

- c) **Reevaluation** – If a higher salary range is assigned to a class, the employee occupying a position in the class normally shall be advanced the equivalent of 5 percent of the current base salary. However, in no event is the resulting salary to be lower than the minimum or higher than the maximum rate of the new salary range. The creditable service date of an employee will not be changed due to the reevaluation of the class the employee occupies, unless an increase of 10% or greater is provided to move the employee to the minimum salary of the new range.
- d) **Separation and Subsequent Appointment** – Upon separation from a position of a given class and appointment within four calendar days to a position in a higher salary range, an increase shall be given under the conditions and requirements applicable to promotions (see subsection (a)).
- e) **Reclassification** – If the class to which the position is being moved has a higher salary range, the employee occupying the position shall be advanced the equivalent of 5 percent of the current base salary. However, in no event is the resulting salary to be lower than the minimum or higher than the maximum rate of the new salary range. The creditable service date of the employee will not be changed due to the reclassification of the position the employee occupies, unless an increase of 10% or greater is provided to move the employee to the minimum salary of the new range.

(Source: Amended at 30 Ill. Reg. 7857, effective April 17, 2006)

Section 310.470 Adjustment

An employee may receive an upward adjustment in base salary for the purpose of correcting a previous error or oversight or, when the best interests of the agency and the State of Illinois will be served. Such adjustments must have the prior approval of the Director of Central Management Services. In determining the appropriateness of a request for a salary adjustment by an employing agency, the Director of Central Management Services will consider whether the need for the adjustment is substantial, whether the action is consistent with the treatment of other similar situations, and whether the action is equitable in view of the particular circumstances prompting the request. A salary adjustment of over 3% (unless the adjustment is effective December 2, 2005, or other adjustments result in \$175 per month or less) will create a new creditable service date and require approval of the Governor's Office.

(Source: Amended at 30 Ill. Reg. 7857, effective April 17, 2006)

Section 310.480 Decreases in Pay

Employees subject to this Part shall have their salaries reduced only as specified below. Any reduction in salary shall become effective on the first day of the month following approval of the reduction.

- a) Demotion for Cause to a Lower Class – If the employee's current base salary is within the lower salary range, it shall be retained without change, but shall be reduced to the maximum of the lower salary range if in excess thereof. An employee demoted during a probationary period following promotion will have the base salary reduced to the same salary the employee received before being promoted and the previous creditable service date will be restored.
- b) Position Reallocated to a Lower Class – If the employee's current base salary is within the lower salary range, it shall be retained without change, but shall be reduced to the maximum of the lower salary range if it excess thereof. However, as provided in Section 8(a) of the Personnel Code, the pay of an employee whose position is reallocated because of duties and responsibilities after appointment to such position shall not be required to be lowered to a salary within the range for a period of one year.
- c) Voluntary Reduction to a Lower Class – If the employee's current base salary is within the lower salary range, it shall be retained without change, but shall be reduced to the maximum of the lower salary range if in excess thereof. However, an employee who voluntarily requests a reduction during a probationary period following a promotion will have the base salary reduced to the same salary in the lower salary range from which the employee was promoted and the previous creditable service date will be restored.
- d) Assignment of a Lower Salary Range to a Class – If the employee's current base salary is within the lower salary range, it shall be retained without change, but shall be reduced to the maximum of the lower salary range if in excess thereof.
- e) Adjustment – An employee may receive a downward adjustment in base salary for the purpose of correcting a previous error or oversight or when the best interest of the agency or the State of Illinois will be served. Adjustments must have the prior approval of the Director of Central Management Services in writing. In determining the appropriateness of a request for a salary adjustment by an employing agency, the Director of Central Management Services will consider whether the need for the adjustment is substantial, whether the action is consistent with the treatment of other similar situations, and whether the action is equitable in view of the particular circumstances prompting the request.

- f) Reclassification – If the employee's current base salary is within the lower salary range, it shall be retained without change. If the employee's current base salary is higher than the maximum of the lower salary range, the base salary shall be reduced to the maximum of the lower salary range. As provided in Section 8(a) of the Personnel Code, the base salary shall not be lowered to a salary within the range for a period of one year.

(Source: Amended at 30 Ill. Reg. 7857, effective April 17, 2006)

Section 310.490 Other Pay Provisions

- a) Transfer – Upon assignment of an employee to a vacant position in a class with the same salary range as the class for the position being vacated, the employee's base salary will not be changed. Upon separation and subsequent appointment to a position in the same salary range, no increase in salary will be given.
- b) Entrance Salary – Normally upon entry to State service, an employee's base salary will be at the minimum salary of the salary range.
 - 1) Qualifications Above Minimum Requirements –
 - A) If a candidate possesses directly related training and experience in excess of the minimum requirements of the class specification, the employing agency may grant an entrance salary up to the midpoint of the first half of the salary range; however, this shall not provide more than a 10% increase over the candidate's current salary. Qualifications above the minimum requirements shall be documented to support an entrance salary higher than the minimum.
 - B) An entrance salary above the middle of the first half of the salary range must have prior approval of the Director of Central Management Services. This approval will be based on consideration of the candidate's training and experience exceeding the requirements of the class, prior salary history, particular staffing requirements of an agency, and labor market influence on recruitment needs.

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- 2) Area Differential – For positions where additional compensation is required because of dissimilar economic or other conditions in the geographical area in which the positions are established, a higher entrance salary may be authorized by the Director of Central Management Services. Present employees receiving less than the new rate of pay shall be advanced to the new rate.
 - 3) Upon geographical transfer from or to an area for which additional compensation has been authorized, an employee will receive an adjustment to the appropriate salary level for the new geographical area of assignment, effective the first day of the month following the date of assignment.
- c) Differential and Overtime Pay – An eligible employee may have an amount added to the base salary for a given pay period for work performed in excess of the normal requirements for the position and work schedule, as follows:
- 1) Shift Differential Pay – An employee may be paid an amount in addition to the base salary for work performed on a regularly scheduled second or third shift. The additional compensation will be at a rate and in a manner approved by the Director of Central Management Services. The Director of Central Management Services will approve the manner and rate of this provision after considering the need of the employing agency, the treatment of other similar situations, prevailing practices of other employers, and the equity of the particular circumstances.

2) Overtime Pay –

- A) Eligibility – The Director of Central Management Services shall maintain a listing of classes of positions subject to the provisions of the Merit Compensation System that are eligible for overtime compensation. Classes in salary ranges MC 6 and below are eligible for straight-time overtime unless exceptions are determined by the Director of Central Management Services or federal guidelines. Employees in these classes of positions who are assigned and perform work in excess of the normal work schedule as established by the agency shall be compensated at a straight-time rate on either a cash or compensatory time-off basis for all hours worked in excess of a normal work week. Overtime in less than one-half hour increments per day shall not be accrued. Classes in MC 7 and above are not eligible for overtime unless required by federal regulation or approved by the Director of Central Management Services. Exceptions must be requested by the employing agency and will be determined on the basis of the special nature of the situation, a substantial need to provide overtime compensation and a significant number of hours worked beyond the normal work schedule, and will be granted only for a specified time period for which the special situation is expected to exist.
- B) Compensatory Time – Employees who are eligible for compensatory time may request such time, which may be granted by the agency at its discretion, considering, among other things, its operating needs. Compensatory time shall be taken within the fiscal year it was earned at a time convenient to the employee and consistent with the operating needs of the agency. Compensatory time shall be accrued at the rate in which it is earned (straight time or time and a half), but shall not exceed 120 hours in any fiscal year. Compensatory time approved for non-union employees will be earned after 40 actual work hours in a workweek. Compensatory time not used by the end of the fiscal year in which it was earned shall be liquidated and paid in cash at the rate it was earned. Time spent in travel outside the normal work schedule shall not be accrued as compensatory time except as provided by labor contracts and the Federal Fair Labor Standards Act. At no time are overtime hours or compensatory time to be transferred from one agency to another agency.

- d) Equivalent Earned Time –
 - 1) Eligibility – Employees who are non-union, exempt under the Federal Fair Labor Standards Act, and in positions not eligible for overtime compensation may receive equivalent earned time for hours worked in excess of 40 actual work hours in a work week.
 - 2) Accrual –
 - A) Employees who are eligible for equivalent earned time shall request that time before working in excess of 40 actual work hours in a work week. Requests for equivalent earned time may be granted by the agency at its discretion, considering its operating needs. Equivalent earned time shall be accrued at straight time only to a maximum of 120 hours in any fiscal year.
 - B) Equivalent earned time will accrue in no less than one-half hour increments. Time spent in travel outside the normal work schedule shall not be counted toward accrual of equivalent earned time.
 - 3) Compensation – Any approved equivalent earned time shall be taken at a time convenient to the employee and consistent with the operating needs of the agency. This time may not be carried over from one fiscal year to another fiscal year. At no time is equivalent earned time to be converted into cash payment or transferred from one agency to another agency.
- e) Part-Time Work – Part-time employees whose base salary is other than an hourly or daily basis shall be paid on a daily rate basis computed by dividing the annual rate of salary by the total number of work days in the year.
- f) Out-of-State Assignment – Employees who are assigned to work out-of-state on a temporary basis may receive an appropriate differential during the period of the assignment, as approved by the Director of Central Management Services. The Director of Central Management Services will approve the manner and rate of this provision after considering the need of the employing agency, the treatment of other similar situations, prevailing practices of other employers, and the equity of the particular circumstance.

- g) Lump Sum Payment – Lump sum payment shall be provided for accrued vacation, sick leave and unused compensatory overtime at the current base rate to those employees separated from employment under the Personnel Code. Leaves of absence and temporary layoff (per 80 Ill. Adm. Code 302.510) are not separations and therefore lump sum payments cannot be given in these transactions. Methods of computation are explained in Section 310.520(a).

AGENCY NOTE: The method to be used in computing lump sum payment for accrued vacation, sick leave and unused compensatory overtime for an incumbent entitled to shift differential during the regular work hours will be to use the current base salary plus the shift differential pay. Sick leave earned prior to January 1, 1984 and after December 31, 1997 is not compensable. Sick leave earned and not used between January 1, 1984 and December 31, 1997 will be compensable at the current base daily rate times one-half of the total number of compensable sick days.

- h) Salary Treatment upon Return from Leave – An employee returning from Military Leave, Peace Corps Leave, Service-Connected Disability Leave, Educational Leave, Disaster Service Leave with Pay, Family Responsibility Leave, Administrative Leave, Leave to accept a Temporary, Emergency, Provisional, Exempt or Trainee position, or Leave to serve in domestic peace or job corps will have his/her salary established as determined appropriate by the employing agency and approved by the Director of Central Management Services. However, in no event is the resulting salary to be lower than the minimum rate or higher than the maximum rate of the salary range. Creditable service date will be maintained. An employee returning to his/her former salary range from any other leave of over 14 days will be placed at the salary which the employee received prior to the leave and the creditable service date will be extended by the duration of the leave.
- i) Employees in classes that are made subject to the Merit Compensation System after July 1, 1979 will retain their current salary, except that in no event is the resultant salary to be lower than the minimum rate or higher than the maximum rate of the new salary range.
- j) Extra Duty Pay – An employee may be paid an amount in addition to the base salary for services in addition to the regular work schedule on a special assignment. Additional compensation will be at a rate and manner as approved by the Director of Central Management Services. The Director of Central Management Services will approve the manner and rate of this provision after considering the need of the employing agency, the treatment of other similar situations, prevailing practices of other employers, and the equity of the particular circumstances.

- k) Salary Treatment Upon Reemployment –
 - 1) Upon the reemployment of an employee in a class with the same salary range as the class for the position held before layoff, the employee will be placed at the same salary as held at the time of the layoff, and his creditable service date will be adjusted to reflect that time on layoff does not count as creditable service time.
 - 2) Upon the reemployment of an employee in a class at a lower salary range than the range of the class for the position held before layoff, the employee will be placed at the same salary as held at the time of layoff, except that if this exceeds the maximum of the new range, the employee will be placed at that maximum salary. The creditable service date will be adjusted to reflect that time on layoff does not count as creditable service time.
- l) Reinstatement – The salary upon reinstatement of an employee will be as determined by the employing agency and approved by the Director of Central Management Services. This salary should not provide more than a 10% increase over the candidate's current salary, or exceed the salary rate held in the position where previously certified. In no event is the resulting salary to be lower than the minimum rate or higher than the maximum rate of the salary range.
- m) Bilingual Pay – Individual positions whose job descriptions require the use of sign language, Braille, or another second language (e.g., Spanish) shall receive 5% or \$100 per month, whichever is greater, in addition to the employee's base rate.
- n) Clothing or Equipment Allowance – An employee may be paid an amount in addition to his/her base salary to compensate for clothing or equipment that is required in the performance of assigned duties. The amount will be determined by the Director of the employing agency, and will require approval of the Director of Central Management Services. The Director of Central Management Services will approve the manner and rate of this provision after considering the need of the employing agency, the treatment of other similar situations, prevailing practices of other employers, and the equity of the particular circumstance.

(Source: Amended at 30 Ill. Reg. 7857, effective April 17, 2006)

Section 310.495 Broad-Band Pay Range Classes

Broad-band pay range classes shall be covered by all provisions of the Merit Compensation System except for the provisions identified in the following subsections:

- a) Salary Range -- The salary range for broad-band classes shall be as set out in Appendix G.
- b) Entrance Salaries -- The Director or chairman of the Department, Board or Commission shall review the education, training and experience of an employee to be placed in the broad-band class and determine the employee's initial rate of pay.
 - 1) The salary assigned an employee shall take into account the duties, education, training and experience of the employee to assure reasonable pay equity among employees in the same class.
 - 2) A report of the resultant rate of pay shall be provided to the Director of the Department of Central Management Services on the form provided for that purpose.
 - 3) An entrance salary should not provide more than a 10% increase over the candidate's prior salary without the prior approval of the Director of the Department of Central Management Services.
- c) Salary Adjustment -- Salary adjustments for positions in broad-band classes may be made by the employing agency where the employee has been given substantial additional responsibilities but will remain in the same classification. An increase of between 5% and 10% of current base salary may be given where the substantial additional responsibilities are documented on an updated job description and reflected on the organization chart.
- d) Movement between Salary Systems -- Salary treatment on movement of an employee between one position in the broad-band class series and another position outside of the broad-band class series will be as recommended by the employing agency and approved by the Director of the Department of Central Management Services.

- e) Salary Treatment upon Initial Placement of Positions in Other Occupational Broad-Band Classes -- For the purpose of establishing salary treatment upon initial placement of positions, it is necessary to determine the "lowest corresponding Merit Compensation grade." The Merit Compensation range with a minimum salary closest to, but not lower than, that of the broad-band range minimum is known as the "lowest corresponding Merit Compensation grade."
- 1) The incumbent of a position with a current salary range maximum equal to or greater than the maximum of the "lowest corresponding Merit Compensation grade" will be placed in the broad-band range with no change in salary.
 - 2) The incumbent of a position with a current salary range maximum less than the maximum of the "lowest corresponding Merit Compensation grade" will be placed in the broad-band range with a 5% increase in current base salary. However, in no event shall the resulting salary be lower than the minimum or higher than the maximum rate of the new salary range. The creditable service date of an employee will not be changed unless an increase of 10% or greater is provided to move the employee to the minimum of the new range.

(Source: Amended at 22 Ill. Reg. 20581, effective November 16, 1998)

Section 310.500 Definitions

The following are definitions of certain terms and are for purposes of clarification as they affect the Merit Compensation System only.

"Adjustment in Salary" – A change in salary occasioned by previously committed error or oversight, or required in the best interest of the agency or the state as defined in Sections 310.470 and 310.480.

"Base Salary" – The dollar amount of pay of an employee as determined under the provisions of the Merit Compensation System. Base salary does not include overtime pay or shift differential pay or deductions for time not worked.

"Bilingual Pay" – The dollar amount per month, or percentage of the employee's monthly base salary, paid in addition to the employee's base salary when the individual position held by the employee has a job description that requires the use of sign language, Braille, or another second language (e.g., Spanish), or that requires the employee to be bilingual.

"Creditable Service" – All service in full or regularly scheduled part-time pay status beginning with the date of initial employment or the effective date of the last in-grade or promotional salary increase. Reevaluations and reallocations will not affect the creditable service date. Adjustments (Section 310.470) "for the purpose of correcting a previous error or oversight" shall not result in a change in the creditable service date; however, adjustments in "the best interests of the agency" shall result in a new creditable service date unless the Director of Central Management Services determines such changes to be inequitable.

"Comparable Classes" – Two or more classes that are in the same salary range.

"Demotion" – The assignment for cause of an employee to a vacant position in a class in a lower salary range than the former class.

"Differential" – The additional compensation added to the base salary of an employee resulting from conditions of employment imposed during the normal schedule of work.

"Entrance Salary" – The initial base salary assigned to an employee upon entering State service.

"Intermittent Merit Increase" – An intermittent merit increase is an increase in monthly base salary, other than the annual merit increase awarded to a merit compensation employee based on performance.

"Maximum Rate of Pay" – The highest rate of pay for a given salary range.

"Midpoint Salary" – The rate of pay that divides the rate range of a salary range into two equal parts.

"Minimum Rate of Pay" – The lowest rate of pay for a given salary range. Normally the minimum rate of pay represents the salary to be paid a qualified employee who is appointed to a position in a class assigned to a given salary range.

"Performance Review" – The required review of an employee's on-the-job performance as measured by a specific set of criteria.

"Performance Review Date" – The date on which the annual merit increase must be made effective if a performance review indicates it is appropriate. Actual performance review procedures are to be completed prior to the effective date of any recommendation to allow sufficient time for the records to be processed by the originating agency.

"Promotion" – The appointment of an employee, with the approval of the agency and the Department of Central Management Services, to a vacant position in a class in a higher salary range than the former class.

"Reallocation" – The change in the classification of a position resulting from significant changes in assigned duties and responsibilities.

"Reclassification" – The assignment of a position or positions to a different classification based on creation of a new classification or the revision of existing class specification, and approved by the Civil Service Commission.

"Reevaluation" – The assignment of a different salary range to a class of positions based upon a change in relation to other classes or to the labor market.

"Salary Range" – The dollar values encompassed by the minimum and maximum rates of pay of a salary range assigned to a class title.

"Transfer" – The assignment of an employee to a vacant position in a class having the same salary range.

"Work Year" – That period of time determined by the agency and filed with the Department of Central Management Services in accordance with 80 Ill. Adm. Code 303.300.

(Source: Amended at 30 Ill. Reg. 7857, effective April 17, 2006)

Section 310.510 Conversion of Base Salary to Pay Period Units (Repealed)

(Source: Repealed at 26 Ill. Reg. 17374, effective November 25, 2002)

Section 310.520 Conversion of Base Salary to Daily or Hourly Equivalents

For purposes of determining the hourly or daily equivalent of a base salary, the following methods of computation shall apply:

- a) Payment for Vacation and Overtime Credits -- A daily (hourly) equivalent shall be determined by converting the base salary to an annual salary and dividing the result by the number of days (hours) usually worked in a year, according to the agency's normal work schedule as filed with the Department of Central Management Services.

- b) Payment for Fractional Part of a Specific Pay Period -- In those instances in which an employee is to be compensated at a rate that represents a number of work days (hours) that is less than the actual number of work days (hours) in the pay period, the formula to be used is: monthly rate divided by two equals pay period rate; pay period rate divided by days (hours) scheduled equals daily (hourly) rate; daily (hourly) rate multiplied by days (hours) worked equals gross amount earned.
- c) Part-Time Work -- Part-time employees whose base salary is other than an hourly or daily basis shall be paid on a daily rate basis which will be computed from annual rates of salary and the total number of work days in the year.

Section 310.530 Implementation

- a) The salary schedule for the Merit Compensation System for Fiscal Year 2006 will continue as set forth in Appendix D of the Pay Plan.
- b) The Merit Increase Guidechart for Fiscal Year 2006 as set forth in Section 310.540 of the Pay Plan.

(Source: Amended at 29 Ill. Reg. 9319, effective July 1, 2005)

Section 310.540 Annual Merit Increase Guidechart for Fiscal Year 2006

Category	Definition	Increase
Category 1	Exceptional	\$0
Category 2	Accomplished	\$0
Category 3	Acceptable	\$0
Category 4	Unacceptable	\$0

(Source: Amended at 29 Ill. Reg. 9319, effective July 1, 2005)

Section 310.550 Fiscal Year 1985 Pay Changes in Merit Compensation System Effective July 1, 1984 (Repealed)

(Source: Repealed at 9 Ill. Reg. 10663, effective July 1, 1985)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE A HR-190 (Department of Central Management Services – State of Illinois Building – SEIU) (Repealed)**

(Source: Amended by peremptory rulemaking at 28 Ill. Reg. 13011, effective September 8, 2004)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE B HR-200 (Department of Labor - Chicago, Illinois - SEIU) (Repealed)**

(Source: Repealed by peremptory amendment at 23 Ill. Reg. 13132, effective October 1, 1999)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE C RC-069 (Firefighters, AFSCME) (Repealed)**

(Source: Repealed by peremptory rulemaking at 21 Ill. Reg. 14267, effective October 14, 1997)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE D HR-001 (Teamsters Local #726)****A) Department of Transportation - Division of Highways - Emergency Patrol - Northeast Region – (Cook)**

	Effective July 1, 2004		Effective on employee's anniversary date between July 1 and December 31, 2004	
	Mo.	Hr.	Mo.	Hr.
Highway Maintainer	4255.00	24.45	4255.00	24.45
(New Hire 7/1/99-6/30/00)	4026.00	23.14	4255.00	24.45
(New Hire 7/1/00-6/30/01)	4026.00	23.14	4255.00	24.45
(New Hire 7/1/01-6/30/02)	3823.00	21.97	4018.00	23.09
(New Hire 7/1/02-6/30/03)	3605.00	20.72	3808.00	21.89
(New Hire 7/1/03-6/30/04)	3369.00	19.36	3580.00	20.57
(New Hire 7/1/04-6/30/05)	3369.00	19.36	3369.00	19.36

Highway Maintenance Lead Worker	4384.00	25.20	4384.00	25.20
Highway Maintenance Lead Worker (Lead Lead Worker)	4434.00	25.48	4434.00	25.48
Maintenance Worker	4199.00	24.13	4199.00	24.13

Effective January 1, 2005 for employees with an anniversary date between July 1 and December 31

Effective January 1, 2005 for employees with an anniversary date between January 1 and June 30

	Mo.	Hr.	Mo.	Hr.
Highway Maintainer	4372.00	25.13	4372.00	25.13
(New Hire 7/1/99-6/30/00)	4372.00	25.13	4372.00	25.13
(New Hire 7/1/00-6/30/01)	4372.00	25.13	4372.00	25.13
(New Hire 7/1/01-6/30/02)	4128.00	23.72	3928.00	22.57
(New Hire 7/1/02-6/30/03)	3913.00	22.49	3704.00	21.29
(New Hire 7/1/03-6/30/04)	3678.00	21.14	3462.00	19.90
(New Hire 7/1/04-6/30/05)	3462.00	19.90	3462.00	19.90
Highway Maintenance Lead Worker	4505.00	25.89	4505.00	25.89
Highway Maintenance Lead Worker (Lead Lead Worker)	4556.00	26.18	4556.00	26.18
Maintenance Worker	4283.00	24.61	4283.00	24.61

Effective on employee's anniversary date between January 1 and June 30, 2005

	Mo.	Hr.
Highway Maintainer	4372.00	25.13
(New Hire 7/1/99-6/30/00)	4372.00	25.13
(New Hire 7/1/00-6/30/01)	4372.00	25.13
(New Hire 7/1/01-6/30/02)	4128.00	23.72
(New Hire 7/1/02-6/30/03)	3913.00	22.49
(New Hire 7/1/03-6/30/04)	3678.00	21.14
(New Hire 7/1/04-6/30/05)	3462.00	19.90
Highway Maintenance Lead Worker	4505.00	25.89

Highway Maintenance Lead Worker (Lead Lead Worker)	4556.00	26.18
Maintenance Worker	4283.00	24.61

B) Department of Transportation - Division of Highways - Northeast Region - (Cook)

	Effective July 1, 2004		Effective on employee's anniversary date between July 1 and December 31, 2004	
	Mo.	Hr.	Mo.	Hr.
Heavy Construction Equipment Operator	4254.00	24.45	4254.00	24.45
Heavy Construction Equipment Operator (Bridge Crew)	4323.60	24.85	4323.60	24.85
Highway Maintainer	4155.00	23.88	4155.00	23.88
(New Hire 7/1/99-6/30/00)	3931.00	22.59	4155.00	23.88
(New Hire 7/1/00-6/30/01)	3931.00	22.59	4155.00	23.88
(New Hire 7/1/01-6/30/02)	3733.00	21.45	3923.00	22.55
(New Hire 7/1/02-6/30/03)	3520.00	20.23	3718.00	21.37
(New Hire 7/1/03-6/30/04)	3289.00	18.90	3495.00	20.09
(New Hire 7/1/04-6/30/05)	3289.00	18.90	3289.00	18.90
Highway Maintainer (Bridge Crew)	4224.60	24.28	4224.60	24.28
(New Hire 7/1/99-6/30/00)	3995.68	22.96	4224.60	24.28
(New Hire 7/1/00-6/30/01)	3995.68	22.96	4224.60	24.28
(New Hire 7/1/01-6/30/02)	3796.48	21.82	3990.48	22.93
(New Hire 7/1/02-6/30/03)	3579.08	20.57	3780.08	21.72
(New Hire 7/1/03-6/30/04)	3344.48	19.22	3554.48	20.43
(New Hire 7/1/04-6/30/05)	3344.48	19.22	3344.48	19.22
Highway Maintainer (Drill Rig)	4254.00	24.45	4254.00	24.45
(New Hire 7/1/99-6/30/00)	4025.00	23.13	4254.00	24.45
(New Hire 7/1/00-6/30/01)	4025.00	23.13	4254.00	24.45
(New Hire 7/1/01-6/30/02)	3822.00	21.97	4017.00	23.09
(New Hire 7/1/02-6/30/03)	3604.00	20.71	3806.00	21.87
(New Hire 7/1/03-6/30/04)	3368.00	19.36	3579.00	20.57
(New Hire 7/1/04-6/30/05)	3368.00	19.36	3368.00	19.36

Highway Maintainer (Tractor Mower)	4155.00	23.88	4155.00	23.88
(New Hire 7/1/99-6/30/00)	3931.00	22.59	4155.00	23.88
(New Hire 7/1/00-6/30/01)	3931.00	22.59	4155.00	23.88
(New Hire 7/1/01-6/30/02)	3733.00	21.45	3923.00	22.55
(New Hire 7/1/02-6/30/03)	3520.00	20.23	3718.00	21.37
(New Hire 7/1/03-6/30/04)	3289.00	18.90	3495.00	20.09
(New Hire 7/1/04-6/30/05)	3289.00	18.90	3289.00	18.90
Highway Maintainer (Seasonal)	3154.00	18.13	3154.00	18.13
Highway Maintenance Lead Worker	4284.00	24.62	4284.00	24.62
Highway Maintenance Lead Worker (Bridge Crew)	4353.60	25.02	4353.60	25.02
Highway Maintenance Lead Worker (Lead Lead Worker)	4334.00	24.91	4334.00	24.91
Highway Maintenance Lead Worker (Lead Lead Worker – Bridge Crew)	4403.60	25.31	4403.60	25.31
Laborer (Maintenance)	4063.00	23.35	4063.00	23.35
Maintenance Worker	4099.00	23.56	4099.00	23.56

Effective January 1, 2005 for employees with an anniversary date between July 1 and December 31

Effective January 1, 2005 for employees with an anniversary date between January 1 and June 30

	Mo.	Hr.	Mo.	Hr.
Heavy Construction Equipment Operator	4371.00	25.12	4371.00	25.12
Heavy Construction Equipment Operator (Bridge Crew)	4442.00	25.53	4442.00	25.53
Highway Maintainer	4269.00	24.53	4269.00	24.53
(New Hire 7/1/99-6/30/00)	4269.00	24.53	4269.00	24.53
(New Hire 7/1/00-6/30/01)	4269.00	24.53	4269.00	24.53
(New Hire 7/1/01-6/30/02)	4031.00	23.17	3836.00	22.05
(New Hire 7/1/02-6/30/03)	3820.00	21.95	3617.00	20.79
(New Hire 7/1/03-6/30/04)	3591.00	20.64	3379.00	19.42
(New Hire 7/1/04-6/30/05)	3379.00	19.42	3379.00	19.42

Highway Maintainer (Bridge Crew)	4340.78	24.95	4340.78	24.95
(New Hire 7/1/99-6/30/00)	4340.78	24.95	4340.78	24.95
(New Hire 7/1/00-6/30/01)	4340.78	24.95	4340.78	24.95
(New Hire 7/1/01-6/30/02)	4100.22	23.56	3900.88	22.42
(New Hire 7/1/02-6/30/03)	3884.03	22.32	3677.50	21.14
(New Hire 7/1/03-6/30/04)	3652.23	20.99	3436.45	19.75
(New Hire 7/1/04-6/30/05)	3436.45	19.75	3436.45	19.75
Highway Maintainer (Drill Rig)	4371.00	25.12	4371.00	25.12
(New Hire 7/1/99-6/30/00)	4371.00	25.12	4371.00	25.12
(New Hire 7/1/00-6/30/01)	4371.00	25.12	4371.00	25.12
(New Hire 7/1/01-6/30/02)	4126.00	23.71	3927.00	22.57
(New Hire 7/1/02-6/30/03)	3910.00	22.47	3703.00	21.28
(New Hire 7/1/03-6/30/04)	3677.00	21.13	3461.00	19.89
(New Hire 7/1/04-6/30/05)	3461.00	19.89	3461.00	19.89
Highway Maintainer (Tractor Mower)	4269.00	24.53	4269.00	24.53
(New Hire 7/1/99-6/30/00)	4269.00	24.53	4269.00	24.53
(New Hire 7/1/00-6/30/01)	4269.00	24.53	4269.00	24.53
(New Hire 7/1/01-6/30/02)	4031.00	23.17	3836.00	22.50
(New Hire 7/1/02-6/30/03)	3820.00	21.95	3617.00	20.79
(New Hire 7/1/03-6/30/04)	3591.00	20.64	3379.00	19.42
(New Hire 7/1/04-6/30/05)	3379.00	19.42	3379.00	19.42
Highway Maintainer (Seasonal)	3154.00	18.13	3154.00	18.13
Highway Maintenance Lead Worker	4402.00	25.30	4402.00	25.30
Highway Maintenance Lead Worker (Bridge Crew)	4473.00	25.71	4473.00	25.71
Highway Maintenance Lead Worker (Lead Lead Worker)	4453.00	25.59	4453.00	25.59
Highway Maintenance Lead Worker (Lead Lead Worker – Bridge Crew)	4525.00	26.01	4525.00	26.01
Laborer (Maintenance)	4144.00	23.82	4144.00	23.82
Maintenance Worker	4181.00	24.03	4181.00	24.03

	Effective on employee's anniversary date between January 1 and June 30, 2005	
	Mo.	Hr.
Heavy Construction Equipment Operator	4371.00	25.12
Heavy Construction Equipment Operator (Bridge Crew)	4442.00	25.53
Highway Maintainer	4269.00	24.53
(New Hire 7/1/99-6/30/00)	4269.00	24.53
(New Hire 7/1/00-6/30/01)	4269.00	24.53
(New Hire 7/1/01-6/30/02)	4031.00	23.17
(New Hire 7/1/02-6/30/03)	3820.00	21.95
(New Hire 7/1/03-6/30/04)	3591.00	20.64
(New Hire 7/1/04-6/30/05)	3379.00	19.42
Highway Maintainer (Bridge Crew)	4340.78	24.95
(New Hire 7/1/99-6/30/00)	4340.78	24.95
(New Hire 7/1/00-6/30/01)	4340.78	24.95
(New Hire 7/1/01-6/30/02)	4100.22	23.56
(New Hire 7/1/02-6/30/03)	3884.03	22.32
(New Hire 7/1/03-6/30/04)	3652.23	20.99
(New Hire 7/1/04-6/30/05)	3436.45	19.75
Highway Maintainer (Drill Rig)	4371.00	25.12
(New Hire 7/1/99-6/30/00)	4371.00	25.12
(New Hire 7/1/00-6/30/01)	4371.00	25.12
(New Hire 7/1/01-6/30/02)	4126.00	23.71
(New Hire 7/1/02-6/30/03)	3910.00	22.47
(New Hire 7/1/03-6/30/04)	3677.00	21.13
(New Hire 7/1/04-6/30/05)	3461.00	19.89
Highway Maintainer (Tractor Mower)	4269.00	24.53
(New Hire 7/1/99-6/30/00)	4269.00	24.53
(New Hire 7/1/00-6/30/01)	4269.00	24.53
(New Hire 7/1/01-6/30/02)	4031.00	23.17
(New Hire 7/1/02-6/30/03)	3820.00	21.95
(New Hire 7/1/03-6/30/04)	3591.00	20.64
(New Hire 7/1/04-6/30/05)	3379.00	19.42
Highway Maintainer (Seasonal)	3154.00	18.13
Highway Maintenance Lead Worker	4402.00	25.30

Highway Maintenance Lead Worker (Bridge Crew)	4473.00	25.71
Highway Maintenance Lead Worker (Lead Lead Worker)	4453.00	25.59
Highway Maintenance Lead Worker (Lead Lead Worker – Bridge Crew)	4525.00	26.01
Laborer (Maintenance)	4144.00	23.82
Maintenance Worker	4181.00	24.03

C) Departments of Human Services, Public Health, and Employment Security - Northeast Region - (Cook)

	July 1, 2004		January 1, 2005	
	Mo.	Hr.	Mo.	Hr.
Maintenance Equipment Operator	4155.00	23.88	4238.00	24.36
Maintenance Equipment Operator (Dispatcher)	4329.00	24.88	4416.00	25.38
Maintenance Worker	4008.00	23.03	4088.00	23.49

D) Departments of Central Management Services, Children and Family Services, Public Aid, and Human Services - Northeast Region - (Cook)

	July 1, 2004		January 1, 2005	
	Mo.	Hr.	Mo.	Hr.
Grounds Supervisor	4041.00	23.22	4122.00	23.69
Grounds Supervisor (Chicago-Read)	4208.00	24.18	4292.00	24.67
Grounds Supervisor (Supervising Tractor Trailer Drivers)	4435.00	25.49	4524.00	26.00
Maintenance Equipment Operator	4155.00	23.88	4238.00	24.36
Maintenance Equipment Operator (Tractor Trailer – Dept. of Human Services)	4181.00	24.03	4265.00	24.51
Maintenance Worker	4008.00	23.03	4088.00	23.49
Maintenance Worker (Chicago-Read)	4155.00	23.88	4238.00	24.36

E) Departments of Central Management Services

	July 1, 2004		January 1, 2005	
	Mo.	Hr.	Mo.	Hr.
Building Service Worker	2428.96	13.96	2477.54	14.24
Elevator Operator	2491.59	14.32	2541.42	14.61
Elevator Operator-Assistant Starter	2530.74	14.54	2581.35	14.84
Elevator Operator-Starter	2550.32	14.66	2601.33	14.95
Maintenance Equipment Operator	4155.00	23.88	4238.00	24.36
Maintenance Worker	4008.00	23.03	4088.00	23.49

(Source: Amended by peremptory rulemaking at 28 Ill. Reg. 13011, effective September 8, 2004)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE E RC-020 (Teamsters Local #330)**

A) Departments of Children and Family Services, Employment Security, and Human Services (Counties of DuPage, Kane, Kankakee, Kendall, Lake, McHenry and Will)

	July 1, 2004		January 1, 2005	
	Mo.	Hr.	Mo.	Hr.
Maintenance Equipment Operator	4155.00	23.88	4238.00	24.36

B) Department of Transportation – Division of Highways (Counties of DuPage, Kane, Kankakee, Kendall, Lake, McHenry and Will)

	Effective July 1, 2004		Effective on employee's anniversary date between July 1 and December 31, 2004	
	Mo.	Hr.	Mo.	Hr.
Bridge Mechanic	4188.00	24.07	4188.00	24.07
Bridge Tender	3987.00	22.91	3987.00	22.91
Highway Maintenance Lead Worker	4284.00	24.62	4284.00	24.62
Highway Maintenance Lead Worker (Bridge Crew)	4353.60	25.02	4353.60	25.02
Highway Maintenance Lead Worker (Lead Lead Worker)	4334.00	24.91	4334.00	24.91

Highway Maintainer	4155.00	23.88	4155.00	23.88
(New Hire 7/1/99-6/30/00)	3931.00	22.59	4155.00	23.88
(New Hire 7/1/00-6/30/01)	3931.00	22.59	4155.00	23.88
(New Hire 7/1/01-6/30/02)	3733.00	21.45	3923.00	22.55
(New Hire 7/1/02-6/30/03)	3520.00	20.23	3718.00	21.37
(New Hire 7/1/03-6/30/04)	3289.00	18.90	3495.00	20.09
(New Hire 7/1/04-6/30/05)	3289.00	18.90	3289.00	18.90
Highway Maintainer (Bridge Crew)	4224.60	24.28	4224.60	24.28
(New Hire 7/1/99-6/30/00)	3995.68	22.96	4224.60	24.28
(New Hire 7/1/00-6/30/01)	3995.68	22.96	4224.60	24.28
(New Hire 7/1/01-6/30/02)	3796.48	21.82	3990.48	22.93
(New Hire 7/1/02-6/30/03)	3579.08	20.57	3780.08	21.72
(New Hire 7/1/03-6/30/04)	3344.48	19.22	3554.48	20.43
(New Hire 7/1/04-6/30/05)	3344.48	19.22	3344.48	19.22
Highway Maintainer (Drill Rig)	4254.00	24.45	4254.00	24.45
(New Hire 7/1/99-6/30/00)	4025.00	23.13	4254.00	24.45
(New Hire 7/1/00-6/30/01)	4025.00	23.13	4254.00	24.45
(New Hire 7/1/01-6/30/02)	3822.00	21.97	4016.00	23.08
(New Hire 7/1/02-6/30/03)	3604.00	20.71	3805.00	21.87
(New Hire 7/1/03-6/30/04)	3368.00	19.36	3578.00	20.56
(New Hire 7/1/04-6/30/05)	3368.00	19.36	3368.00	19.36
Highway Maintainer (Seasonal)	3154.00	18.13	3154.00	18.13
Janitor I	3862.00	22.20	3862.00	22.20
Janitor II	3893.00	22.37	3893.00	22.37
Laborer Maintenance Lead Worker	4119.00	23.67	4119.00	23.67
Laborer (Maintenance)	4063.00	23.35	4063.00	23.35
Maintenance Worker	4099.00	23.56	4099.00	23.56
Power Shovel Operator (Maintenance)	4254.00	24.45	4254.00	24.45
Power Shovel Operator (Maintenance)	4323.60	24.85	4323.60	24.85
(Bridge Crew)				
Security Guard I	3889.00	22.35	3889.00	22.35
Security Guard II	3937.00	22.63	3937.00	22.63
Silk Screen Operator	4259.00	24.48	4259.00	24.48

Effective January 1,
2005 for employees
with an anniversary
date between July 1 and
December 31

Effective January 1,
2005 for employees
with an anniversary
date between January 1
and June 30

	Mo.	Hr.	Mo.	Hr.
Bridge Mechanic	4303.00	24.73	4303.00	24.73
Bridge Tender	4067.00	23.37	4067.00	23.37

Highway Maintenance Lead Worker	4402.00	25.30	4402.00	25.30
Highway Maintenance Lead Worker (Bridge Crew)	4473.00	25.71	4473.00	25.71
Highway Maintenance Lead Worker (Lead Lead Worker)	4453.00	25.59	4453.00	25.59
Highway Maintainer	4269.00	24.53	4269.00	24.53
(New Hire 7/1/99-6/30/00)	4269.00	24.53	4269.00	24.53
(New Hire 7/1/00-6/30/01)	4269.00	24.53	4269.00	24.53
(New Hire 7/1/01-6/30/02)	4031.00	23.17	3836.00	22.05
(New Hire 7/1/02-6/30/03)	3820.00	21.95	3617.00	20.79
(New Hire 7/1/03-6/30/04)	3591.00	20.64	3379.00	19.42
(New Hire 7/1/04-6/30/05)	3379.00	19.42	3379.00	19.42
Highway Maintainer (Bridge Crew)	4340.78	24.95	4340.78	24.95
(New Hire 7/1/99-6/30/00)	4340.78	24.95	4340.78	24.95
(New Hire 7/1/00-6/30/01)	4340.78	24.95	4340.78	24.95
(New Hire 7/1/01-6/30/02)	4100.22	23.56	3900.88	22.42
(New Hire 7/1/02-6/30/03)	3884.03	22.32	3677.50	21.14
(New Hire 7/1/03-6/30/04)	3652.23	20.99	3436.45	19.75
(New Hire 7/1/04-6/30/05)	3436.45	19.75	3436.45	19.75
Highway Maintainer (Drill Rig)	4371.00	25.12	4371.00	25.12
(New Hire 7/1/99-6/30/00)	4371.00	25.12	4371.00	25.12
(New Hire 7/1/00-6/30/01)	4371.00	25.12	4371.00	25.12
(New Hire 7/1/01-6/30/02)	4126.00	23.71	3927.00	22.57
(New Hire 7/1/02-6/30/03)	3910.00	22.47	3703.00	21.28
(New Hire 7/1/03-6/30/04)	3677.00	21.13	3461.00	19.89
(New Hire 7/1/04-6/30/05)	3461.00	19.89	3461.00	19.89
Highway Maintainer (Seasonal)	3154.00	18.13	3154.00	18.13
Janitor I	3939.00	22.64	3939.00	22.64
Janitor II	3971.00	22.82	3971.00	22.82
Laborer Maintenance Lead Worker	4201.00	24.14	4201.00	24.14
Laborer (Maintenance)	4144.00	23.82	4144.00	23.82
Maintenance Worker	4181.00	24.03	4181.00	24.03
Power Shovel Operator (Maintenance)	4371.00	25.12	4371.00	25.12
Power Shovel Operator (Maintenance) (Bridge Crew)	4442.00	25.53	4442.00	25.53
Security Guard I	3967.00	22.80	3967.00	22.80
Security Guard II	4016.00	23.08	4016.00	23.08
Silk Screen Operator	4344.00	24.97	4344.00	24.97

	Effective on employee's anniversary date between January 1 and June 30, 2005	
	Mo.	Hr.
Bridge Mechanic	4303.00	24.73
Bridge Tender	4067.00	23.37
Highway Maintenance Lead Worker	4402.00	25.30
Highway Maintenance Lead Worker (Bridge Crew)	4473.00	25.71
Highway Maintenance Lead Worker (Lead Lead Worker)	4453.00	25.59
Highway Maintainer	4269.00	24.53
(New Hire 7/1/99-6/30/00)	4269.00	24.53
(New Hire 7/1/00-6/30/01)	4269.00	24.53
(New Hire 7/1/01-6/30/02)	4031.00	23.17
(New Hire 7/1/02-6/30/03)	3820.00	21.95
(New Hire 7/1/03-6/30/04)	3591.00	20.64
(New Hire 7/1/04-6/30/05)	3379.00	19.42
Highway Maintainer (Bridge Crew)	4340.78	24.95
(New Hire 7/1/99-6/30/00)	4340.78	24.95
(New Hire 7/1/00-6/30/01)	4340.78	24.95
(New Hire 7/1/01-6/30/02)	4100.22	23.56
(New Hire 7/1/02-6/30/03)	3884.03	22.32
(New Hire 7/1/03-6/30/04)	3652.23	20.99
(New Hire 7/1/04-6/30/05)	3436.45	19.75
Highway Maintainer (Drill Rig)	4371.00	25.12
(New Hire 7/1/99-6/30/00)	4371.00	25.12
(New Hire 7/1/00-6/30/01)	4371.00	25.12
(New Hire 7/1/01-6/30/02)	4126.00	23.71
(New Hire 7/1/02-6/30/03)	3910.00	22.47
(New Hire 7/1/03-6/30/04)	3677.00	21.13
(New Hire 7/1/04-6/30/05)	3461.00	19.89
Highway Maintainer (Seasonal)	3154.00	18.13
Janitor I	3939.00	22.64
Janitor II	3971.00	22.82
Laborer Maintenance Lead Worker	4201.00	24.14
Laborer (Maintenance)	4144.00	23.82
Maintenance Worker	4181.00	24.03
Power Shovel Operator (Maintenance)	4371.00	25.12
Power Shovel Operator (Maintenance) (Bridge Crew)	4442.00	25.53

Security Guard I	3967.00	22.80
Security Guard II	4016.00	23.08
Silk Screen Operator	4344.00	24.97

C) Department of Central Management Services – Division of Vehicles (Counties of DuPage, Kane, Kankakee, Kendall, Lake, McHenry and Will)

	July 1, 2004		January 1, 2005	
	Mo.	Hr.	Mo.	Hr.
Janitor I	3862.00	22.20	3939.00	22.64
Janitor II	3893.00	22.37	3971.00	22.82
Maintenance Equipment Operator (all divisions)	4155.00	23.88	4238.00	24.36
Maintenance Worker	4099.00	23.56	4181.00	24.03
Security Guard I	3889.00	22.35	3967.00	22.80
Security Guard II	3937.00	22.63	4016.00	23.08

D) Department of Corrections (Counties of DuPage, Kane, Kankakee, Kendall, Lake, McHenry and Will) (Alternative Pension Formula)

	July 1, 2004		January 1, 2005	
	Mo.	Hr.	Mo.	Hr.
Maintenance Equipment Operator	4254.00	24.45	4339.00	24.94

(Source: Amended by peremptory rulemaking at 28 Ill. Reg. 13247, effective September 20, 2004)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE F RC-019 (Teamsters Local #25)

A) Department of Transportation - Division of Highways - Downstate - (All Counties Other Than Cook, DuPage, Kane, Kankakee, Kendall, Lake, McHenry and Will)

	Effective July 1, 2004		Effective on employee's anniversary date between July 1 and December 31, 2004	
	Mo.	Hr.	Mo.	Hr.
Bridge Mechanic	4188.00	24.07	4188.00	24.07
Bridge Tender	3987.00	22.91	3987.00	22.91
Deck Hand	4060.00	23.33	4060.00	23.33

Ferry Operator I	4284.00	24.62	4284.00	24.62
Ferry Operator II	4334.00	24.91	4334.00	24.91
Highway Maintenance Lead Worker	4284.00	24.62	4284.00	24.62
Highway Maintenance Lead Worker (Bridge Crew)	4353.00	25.02	4353.00	25.02
Highway Maintenance Lead Worker (Lead Lead Worker)	4334.00	24.91	4334.00	24.91
Highway Maintainer	4155.00	23.88	4155.0	23.88
(New Hire 7/1/99-6/30/00)	3931.00	22.59	4155.0	23.88
(New Hire 7/1/00-6/30/01)	3931.00	22.59	4155.0	23.88
(New Hire 7/1/01-6/30/02)	3733.00	21.45	3923.00	22.55
(New Hire 7/1/02-6/30/03)	3520.00	20.23	3718.00	21.37
(New Hire 7/1/03-6/30/04)	3289.00	18.90	3495.00	20.09
(New Hire 7/1/04-6/30/05)	3289.00	18.90	3289.00	18.90
Highway Maintainer (Bridge Crew)	4224.60	24.28	4224.60	24.28
(New Hire 7/1/99-6/30/00)	3995.68	22.96	4224.60	24.28
(New Hire 7/1/00-6/30/01)	3995.68	22.96	4224.60	24.28
(New Hire 7/1/01-6/30/02)	3796.48	21.82	3990.48	22.93
(New Hire 7/1/02-6/30/03)	3579.08	20.57	3780.08	21.72
(New Hire 7/1/03-6/30/04)	3344.48	19.22	3554.48	20.43
(New Hire 7/1/04-6/30/05)	3344.48	19.22	3344.48	19.22
Highway Maintainer (Drill Rig)	4254.00	24.45	4254.00	24.45
(New Hire 7/1/99-6/30/00)	4025.00	23.13	4254.00	24.45
(New Hire 7/1/00-6/30/01)	4025.00	23.13	4254.00	24.45
(New Hire 7/1/01-6/30/02)	3822.00	21.97	4016.00	23.08
(New Hire 7/1/02-6/30/03)	3604.00	20.71	3805.00	21.87
(New Hire 7/1/03-6/30/04)	3368.00	19.36	3578.00	20.56
(New Hire 7/1/04-6/30/05)	3368.00	19.36	3368.00	19.36
Highway Maintainer (Seasonal)	3154.00	18.13	3154.00	18.13
Janitor I (including Office of Administration)	3862.00	22.20	3862.00	22.20
Janitor II (including Office of Administration)	3893.00	22.37	3893.00	22.37
Laborer (Maintenance)	4063.00	23.35	4063.00	23.35
Laborer Maintenance Lead Worker	4119.00	23.67	4119.00	23.67
Maintenance Worker (Including Office of Administration)	4099.00	23.56	4099.00	23.56
Power Shovel Operator (Maintenance)	4254.00	24.45	4254.00	24.45
Power Shovel Operator (Maintenance) (Bridge Crew)	4323.60	24.85	4323.60	24.85

Security Guard I (including Office of Administration)	3889.00	22.35	3889.00	22.35
Security Guard II (including Office of Administration)	3937.00	22.63	3937.00	22.63
Silk Screen Operator	4259.00	24.48	4259.00	24.48
	Effective January 1, 2005 for employees with an anniversary date between July 1 and December 31		Effective January 1, 2005 for employees with an anniversary date between January 1 and June 30	
	Mo.	Hr.	Mo.	Hr.
Bridge Mechanic	4303.00	24.73	4303.00	24.73
Bridge Tender	4067.00	23.37	4067.00	23.37
Deck Hand	4141.00	23.80	4141.00	23.80
Ferry Operator I	4370.00	25.11	4370.00	25.11
Ferry Operator II	4421.00	25.41	4421.00	25.41
Highway Maintenance Lead Worker	4402.00	25.30	4402.00	25.30
Highway Maintenance Lead Worker (Bridge Crew)	4473.00	25.71	4473.00	25.71
Highway Maintenance Lead Worker (Lead Lead Worker)	4453.00	25.59	4453.00	25.59
Highway Maintainer	4269.00	24.53	4269.00	24.53
(New Hire 7/1/99-6/30/00)	4269.00	24.53	4269.00	24.53
(New Hire 7/1/00-6/30/01)	4269.00	24.53	4269.00	24.53
(New Hire 7/1/01-6/30/02)	4031.00	23.17	3836.00	22.05
(New Hire 7/1/02-6/30/03)	3820.00	21.95	3617.00	20.79
(New Hire 7/1/03-6/30/04)	3591.00	20.64	3379.00	19.42
(New Hire 7/1/04-6/30/05)	3379.00	19.42	3379.00	19.42
Highway Maintainer (Bridge Crew)	4340.78	24.95	4340.78	24.95
(New Hire 7/1/99-6/30/00)	4340.78	24.95	4340.78	24.95
(New Hire 7/1/00-6/30/01)	4340.78	24.95	4340.78	24.95
(New Hire 7/1/01-6/30/02)	4100.22	23.56	3900.88	22.42
(New Hire 7/1/02-6/30/03)	3884.03	22.32	3677.50	21.14
(New Hire 7/1/03-6/30/04)	3652.23	20.99	3436.45	19.75
(New Hire 7/1/04-6/30/05)	3436.45	19.75	3436.45	19.75

Highway Maintainer (Drill Rig)	4371.00	25.12	4371.00	25.12
(New Hire 7/1/99-6/30/00)	4371.00	25.12	4371.00	25.12
(New Hire 7/1/00-6/30/01)	4371.00	25.12	4371.00	25.12
(New Hire 7/1/01-6/30/02)	4126.00	23.71	3927.00	22.57
(New Hire 7/1/02-6/30/03)	3910.00	22.47	3703.00	21.28
(New Hire 7/1/03-6/30/04)	3677.00	21.13	3461.00	19.89
(New Hire 7/1/04-6/30/05)	3461.00	19.89	3461.00	19.89
Highway Maintainer (Seasonal)	3154.00	18.13	3154.00	18.13
Janitor I (including Office of Administration)	3939.00	22.64	3939.00	22.64
Janitor II (including Office of Administration)	3971.00	22.82	3971.00	22.82
Laborer (Maintenance)	4144.00	23.82	4144.00	23.82
Laborer Maintenance Lead Worker	4201.00	24.14	4201.00	24.14
Maintenance Worker (Including Office of Administration)	4181.00	24.03	4181.00	24.03
Power Shovel Operator (Maintenance)	4371.00	25.12	4371.00	25.12
Power Shovel Operator (Maintenance) (Bridge Crew)	4442.00	25.53	4442.00	25.53
Security Guard I (including Office of Administration)	3967.00	22.80	3967.00	22.80
Security Guard II (including Office of Administration)	4016.00	23.08	4016.00	23.08
Silk Screen Operator	4344.00	24.97	4344.00	24.97

Effective on
employee's
anniversary date
between January 1 and
June 30, 2005

	Mo.	Hr.
Bridge Mechanic	4303.00	24.73
Bridge Tender	4067.00	23.37
Deck Hand	4141.00	23.80
Ferry Operator I	4370.00	25.11
Ferry Operator II	4421.00	25.41
Highway Maintenance Lead Worker	4402.00	25.30
Highway Maintenance Lead Worker (Bridge Crew)	4473.00	25.71

Highway Maintenance Lead Worker (Lead Lead Worker)	4453.00	25.59
Highway Maintainer	4269.00	24.53
(New Hire 7/1/99-6/30/00)	4269.00	24.53
(New Hire 7/1/00-6/30/01)	4269.00	24.53
(New Hire 7/1/01-6/30/02)	4031.00	23.17
(New Hire 7/1/02-6/30/03)	3820.00	21.95
(New Hire 7/1/03-6/30/04)	3591.00	20.64
(New Hire 7/1/04-6/30/05)	3379.00	19.42
Highway Maintainer (Bridge Crew)	4340.78	24.95
(New Hire 7/1/99-6/30/00)	4340.78	24.95
(New Hire 7/1/00-6/30/01)	4340.78	24.95
(New Hire 7/1/01-6/30/02)	4100.22	23.56
(New Hire 7/1/02-6/30/03)	3884.03	22.32
(New Hire 7/1/03-6/30/04)	3652.23	20.99
(New Hire 7/1/04-6/30/05)	3436.45	19.75
Highway Maintainer (Drill Rig)	4371.00	25.12
(New Hire 7/1/99-6/30/00)	4371.00	25.12
(New Hire 7/1/00-6/30/01)	4371.00	25.12
(New Hire 7/1/01-6/30/02)	4126.00	23.71
(New Hire 7/1/02-6/30/03)	3910.00	22.47
(New Hire 7/1/03-6/30/04)	3677.00	21.13
(New Hire 7/1/04-6/30/05)	3461.00	19.89
Highway Maintainer (Seasonal)	3154.00	18.13
Janitor I (including Office of Administration)	3939.00	22.64
Janitor II (including Office of Administration)	3971.00	22.82
Laborer (Maintenance)	4144.00	23.82
Laborer Maintenance Lead Worker	4201.00	24.14
Maintenance Worker (Including Office of Administration)	4181.00	24.03
Power Shovel Operator (Maintenance)	4371.00	25.12
Power Shovel Operator (Maintenance) (Bridge Crew)	4442.00	25.53
Security Guard I (including Office of Administration)	3967.00	22.80
Security Guard II (including Office of Administration)	4016.00	23.08
Silk Screen Operator	4344.00	24.97

B) Department of Central Management Services - Division of Vehicles - Downstate - (All Counties Other Than Cook, DuPage, Kane, Kankakee, Kendall, Lake, McHenry and Will)

	July 1, 2004		January 1, 2005	
	Mo.	Hr.	Mo.	Hr.
Janitor I	3862.00	22.20	3939.00	22.64
Janitor II	3893.00	22.37	3971.00	22.82
Maintenance Equipment Operator (all divisions)	4155.00	23.88	4238.00	24.36
Maintenance Worker	4099.00	23.56	4181.00	24.03
Security Guard I	3889.00	22.35	3967.00	22.80
Security Guard II	3937.00	22.63	4016.00	23.08

C) Department of Human Services - Lincoln Developmental Center

	July 1, 2004		January 1, 2005	
	Mo.	Hr.	Mo.	Hr.
Laborer (Maintenance)	4063.00	23.35	4144.00	23.82

D) Departments of Children and Family Services, Employment Security, Human Services, Public Aid, State Police, Veterans' Affairs - Downstate - (All Counties Other Than Cook, DuPage, Kane, Kankakee, Kendall, Lake, McHenry and Will)

	July 1, 2004		January 1, 2005	
	Mo.	Hr.	Mo.	Hr.
Maintenance Equipment Operator	4155.00	23.88	4238.00	24.36

E) Department of Corrections - (All Counties Other Than Cook, DuPage, Kane, Kankakee, Kendall, Lake, McHenry and Will)

	July 1, 2004		January 1, 2005	
	Mo.	Hr.	Mo.	Hr.
Maintenance Equipment Operator	4254.00	24.45	4339.00	24.94

F) Department of Transportation - Division of Highways - Emergency Patrol - District #8

	Effective July 1, 2004		Effective on employee's anniversary date between July 1 and December 31, 2004	
	Mo.	Hr.	Mo.	Hr.
Highway Maintainer	4255.00	24.45	4255.00	24.45
(New Hire 7/1/99-6/30/00)	4026.00	23.14	4255.00	24.45
(New Hire 7/1/00-6/30/01)	4026.00	23.14	4255.00	24.45
(New Hire 7/1/01-6/30/02)	3823.00	21.97	4018.00	23.09
(New Hire 7/1/02-6/30/03)	3605.00	20.72	3808.00	21.89
(New Hire 7/1/03-6/30/04)	3369.00	19.36	3580.00	20.57
(New Hire 7/1/04-6/30/05)	3369.00	19.36	3369.00	19.36
Highway Maintenance Lead Worker	4384.00	25.20	4384.00	25.20
Highway Maintenance Lead Worker (Lead Lead Worker)	4409.00	25.34	4409.00	25.34
	Effective January 1, 2005 for employees with an anniversary date between July 1 and December 31		Effective January 1, 2005 for employees with an anniversary date between January 1 and June 30	
	Mo.	Hr.	Mo.	Hr.
Highway Maintainer	4372.00	25.13	4372.00	25.13
(New Hire 7/1/99-6/30/00)	4372.00	25.13	4372.00	25.13
(New Hire 7/1/00-6/30/01)	4372.00	25.13	4372.00	25.13
(New Hire 7/1/01-6/30/02)	4128.00	23.72	3928.00	22.57
(New Hire 7/1/02-6/30/03)	3913.00	22.49	3704.00	21.29
(New Hire 7/1/03-6/30/04)	3678.00	21.14	3462.00	19.90
(New Hire 7/1/04-6/30/05)	3462.00	19.90	3462.00	19.90
Highway Maintenance Lead Worker	4505.00	25.89	4505.00	25.89
Highway Maintenance Lead Worker (Lead Lead Worker)	4530.00	26.03	4530.00	26.03

	Effective on employee's anniversary date between January 1 and June 30, 2005	
	Mo.	Hr.
Highway Maintainer	4372.00	25.13
(New Hire 7/1/99-6/30/00)	4372.00	25.13
(New Hire 7/1/00-6/30/01)	4372.00	25.13
(New Hire 7/1/01-6/30/02)	4128.00	23.72
(New Hire 7/1/02-6/30/03)	3913.00	22.49
(New Hire 7/1/03-6/30/04)	3678.00	21.14
(New Hire 7/1/04-6/30/05)	3462.00	19.90
Highway Maintenance Lead Worker	4505.00	25.89
Highway Maintenance Lead Worker (Lead Lead Worker)	4530.00	26.03

G) Department of Natural Resources

	July 1, 2004		January 1, 2005	
	Mo.	Hr.	Mo.	Hr.
Power Shovel Operator (Maintenance)	4254.00	24.45	4339.00	24.94

(Source: Amended by peremptory rulemaking at 28 Ill. Reg. 13011, effective September 8, 2004)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE G RC-045 (Automotive Mechanics, IFPE)**

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Plan Code</u>	July 1, 2005 Monthly <u>Rate</u>	January 1, 2006 Monthly <u>Rate</u>
Auto & Body Repairer	03680	RC-045	B	4011	4131
Auto & Body Repairer	03680	RC-045	Q	4123	4278
Auto & Body Repairer	03680	RC-045	S	4181	4338
Automotive Attendant I	03696	RC-045	B	2422	2495
Automotive Attendant I	03696	RC-045	Q	2501	2595
Automotive Attendant I	03696	RC-045	S	2554	2650
Automotive Attendant II	03697	RC-045	B	2585	2663

Automotive Attendant II	03697	RC-045	Q	2669	2769
Automotive Attendant II	03697	RC-045	S	2721	2823
Automotive Mechanic	03700	RC-045	B	4011	4131
Automotive Mechanic	03700	RC-045	Q	4123	4278
Automotive Mechanic	03700	RC-045	S	4181	4338
Automotive Parts Warehouse	03730	RC-045	B	3852	3968
Automotive Parts Warehouse Specialist	03734	RC-045	B	3927	4045
Small Engine Mechanic	41150	RC-045	B	3532	3638
*Storekeeper I	43051	RC-045	B	3774	3887
*Storekeeper II	43052	RC-045	B	3854	3970

*Cook County only.

(Source: Amended at 29 Ill. Reg. 19551, effective November 21, 2005)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE H RC-006 (Corrections Employees, AFSCME)

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Canine Specialist	06500	RC-006	14
Correctional Officer	09675	RC-006	09
Correctional Officer Trainee	09676	RC-006	05
Correctional Sergeant	09717	RC-006	12
Corrections Agricultural Lead Worker	09747	RC-006	12
Corrections Agricultural Supervisor	09746	RC-006	15
Corrections Clerk I	09771	RC-006	09
Corrections Clerk II	09772	RC-006	11
Corrections Food Service Supervisor I	09793	RC-006	11
Corrections Food Service Supervisor II	09794	RC-006	13
Corrections Grounds Supervisor	09796	RC-006	12
Corrections Identification Technician	09801	RC-006	11
Corrections Industry Lead Worker	09805	RC-006	12
Corrections Laundry Manager I	09808	RC-006	12
Corrections Locksmith	09818	RC-006	12
Corrections Maintenance Craftsman	09821	RC-006	12
Corrections Maintenance Worker	09823	RC-006	10
Corrections Medical Technician	09824	RC-006	10
Corrections Residence Counselor I	09837	RC-006	10
Corrections Supply Supervisor I	09861	RC-006	11
Corrections Supply Supervisor II	09862	RC-006	13
Corrections Transportation Officer I	09871	RC-006	11

Corrections Transportation Officer II	09872	RC-006	14
Corrections Utilities Operator	09875	RC-006	12
Corrections Vocational Instructor	09879	RC-006	12
Educator Aide	13130	RC-006	06
Housekeeper II	19602	RC-006	02
Pest Control Operator	31810	RC-006	06
Property and Supply Clerk II	34792	RC-006	04
Social Service Aide Trainee	41285	RC-006	01
Storekeeper I	43051	RC-006	07
Storekeeper II	43052	RC-006	08
Stores Clerk	43060	RC-006	03
Youth Supervisor I	49911	RC-006	06
Youth Supervisor II	49912	RC-006	09
Youth Supervisor III	49913	RC-006	12
Youth Supervisor Trainee	49915	RC-006	05

Effective July 1, 2005
Bargaining Unit: RC-006

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
01	Q	2078	2125	2175	2226	2285	2343	2396	2462	2515	2620	2699
01	S	2132	2179	2228	2281	2338	2398	2449	2515	2569	2674	2755
02	Q	2128	2178	2229	2282	2339	2395	2457	2519	2578	2684	2765
02	S	2182	2232	2284	2335	2394	2448	2511	2574	2631	2738	2819
03	Q	2182	2233	2285	2339	2396	2467	2528	2589	2655	2761	2845
03	S	2236	2287	2338	2394	2449	2520	2582	2643	2709	2818	2903
04	Q	2234	2286	2340	2396	2469	2531	2604	2672	2743	2863	2949
04	S	2288	2339	2395	2449	2522	2585	2658	2726	2798	2919	3007
05	Q	2376	2433	2492	2552	2630	2714	2797	2887	2973	3112	3205
05	S	2431	2486	2546	2606	2684	2770	2854	2943	3028	3171	3267
06	Q	2507	2568	2631	2695	2797	2888	2982	3080	3179	3349	3450
06	S	2561	2622	2685	2750	2854	2944	3041	3138	3241	3409	3512

07	Q	2520	2582	2645	2711	2797	2895	2981	3088	3179	3343	3443
07	S	2576	2636	2699	2767	2854	2950	3040	3147	3241	3403	3505
08	Q	2694	2761	2834	2908	3014	3122	3243	3353	3462	3653	3763
08	S	2749	2818	2890	2964	3072	3180	3303	3414	3524	3714	3825
09	Q	2700	2768	2839	2913	3019	3131	3253	3368	3491	3680	3789
09	S	2755	2824	2896	2970	3077	3192	3314	3428	3552	3742	3855
10	Q	2803	2875	2950	3027	3139	3271	3397	3524	3655	3861	3977
10	S	2859	2933	3007	3087	3200	3332	3457	3586	3717	3923	4040
11	Q	2923	3000	3081	3167	3298	3425	3571	3706	3849	4070	4191
11	S	2979	3057	3139	3227	3357	3485	3632	3768	3914	4132	4256
12	Q	3037	3119	3208	3299	3438	3587	3736	3882	4029	4259	4386
12	S	3096	3179	3267	3358	3501	3651	3797	3946	4090	4322	4452
13	Q	3173	3264	3355	3452	3609	3771	3930	4091	4256	4501	4637
13	S	3234	3324	3416	3512	3671	3834	3994	4154	4318	4563	4700
14	Q	3222	3313	3407	3506	3670	3837	3995	4157	4322	4576	4713
14	S	3282	3374	3467	3569	3733	3898	4058	4219	4383	4638	4777
15	Q	3324	3419	3517	3621	3790	3962	4125	4301	4471	4729	4871
15	S	3384	3479	3580	3683	3853	4027	4188	4366	4534	4792	4935

Effective January 1, 2006
Bargaining Unit: RC-006

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
01	Q	2156	2205	2257	2309	2371	2431	2486	2554	2609	2718	2800
01	S	2212	2261	2312	2367	2426	2488	2541	2609	2665	2774	2858
02	Q	2208	2260	2313	2368	2427	2485	2549	2613	2675	2785	2869
02	S	2264	2316	2370	2423	2484	2540	2605	2671	2730	2841	2925

03	Q	2264	2317	2371	2427	2486	2560	2623	2686	2755	2865	2952
03	S	2320	2373	2426	2484	2541	2615	2679	2742	2811	2924	3012
04	Q	2318	2372	2428	2486	2562	2626	2702	2772	2846	2970	3060
04	S	2374	2427	2485	2541	2617	2682	2758	2828	2903	3028	3120
05	Q	2465	2524	2585	2648	2729	2816	2902	2995	3084	3229	3325
05	S	2522	2579	2641	2704	2785	2874	2961	3053	3142	3290	3390
06	Q	2601	2664	2730	2796	2902	2996	3094	3196	3298	3475	3579
06	S	2657	2720	2786	2853	2961	3054	3155	3256	3363	3537	3644
07	Q	2615	2679	2744	2813	2902	3004	3093	3204	3298	3468	3572
07	S	2673	2735	2800	2871	2961	3061	3154	3265	3363	3531	3636
08	Q	2795	2865	2940	3017	3127	3239	3365	3479	3592	3790	3904
08	S	2852	2924	2998	3075	3187	3299	3427	3542	3656	3853	3968
09	Q	2801	2872	2945	3022	3132	3248	3375	3494	3622	3818	3931
09	S	2858	2930	3005	3081	3192	3312	3438	3557	3685	3882	4000
10	Q	2908	2983	3061	3141	3257	3394	3524	3656	3792	4006	4126
10	S	2966	3043	3120	3203	3320	3457	3587	3720	3856	4070	4192
11	Q	3033	3113	3197	3286	3422	3553	3705	3845	3993	4223	4348
11	S	3091	3172	3257	3348	3483	3616	3768	3909	4061	4287	4416
12	Q	3151	3236	3328	3423	3567	3722	3876	4028	4180	4419	4550
12	S	3212	3298	3390	3484	3632	3788	3939	4094	4243	4484	4619
13	Q	3292	3386	3481	3581	3744	3912	4077	4244	4416	4670	4811
13	S	3355	3449	3544	3644	3809	3978	4144	4310	4480	4734	4876
14	Q	3343	3437	3535	3637	3808	3981	4145	4313	4484	4748	4890
14	S	3405	3501	3597	3703	3873	4044	4210	4377	4547	4812	4956

15	Q	3449	3547	3649	3757	3932	4111	4280	4462	4639	4906	5054
15	S	3511	3609	3714	3821	3997	4178	4345	4530	4704	4972	5120

(Source: Amended at 29 Ill. Reg. 19551, effective November 21, 2005)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE I RC-009 (Institutional Employees, AFSCME)

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Activity Program Aide I	00151	RC-009	03
Activity Program Aide II	00152	RC-009	05
Apparel/Dry Goods Specialist I	01231	RC-009	05
Apparel/Dry Goods Specialist II	01232	RC-009	09
Apparel/Dry Goods Specialist III	01233	RC-009	23
Clinical Laboratory Associate	08200	RC-009	08
Clinical Laboratory Phlebotomist	08213	RC-009	06
Clinical Laboratory Technician I	08215	RC-009	16
Clinical Laboratory Technician II	08216	RC-009	22
Cook I	09601	RC-009	07
Cook II	09602	RC-009	14
Educator Aide	13130	RC-009	19
Facility Assistant Fire Chief	14430	RC-009	21
Facility Fire Safety Coordinator	14435	RC-009	21
Facility Firefighter	14439	RC-009	16
Florist II	15652	RC-009	19
Institutional Maintenance Worker	21465	RC-009	10
Laboratory Assistant	22995	RC-009	02
Laboratory Associate I	22997	RC-009	16
Laboratory Associate II	22998	RC-009	22
Licensed Practical Nurse I	23551	RC-009	16
Licensed Practical Nurse II	23552	RC-009	21
Locksmith	24300	RC-009	27
Mental Health Technician I	27011	RC-009	05
Mental Health Technician II	27012	RC-009	09
Mental Health Technician III	27013	RC-009	12
Mental Health Technician IV	27014	RC-009	14
Mental Health Technician V	27015	RC-009	17
Mental Health Technician VI	27016	RC-009	18
Mental Health Technician Trainee	27021	RC-009	01
Musician	28805	RC-009	12

Pest Control Operator	31810	RC-009	15
Physical Therapy Aide I	32191	RC-009	04
Physical Therapy Aide II	32192	RC-009	10
Physical Therapy Aide III	32193	RC-009	17
Rehabilitation Workshop Instructor I	38192	RC-009	12
Rehabilitation Workshop Instructor II	38193	RC-009	20
Residential Care Worker	38277	RC-009	20
Residential Care Worker Trainee	38279	RC-009	11
Security Therapy Aide I	39901	RC-009	24
Security Therapy Aide II	39902	RC-009	25
Security Therapy Aide III	39903	RC-009	26
Security Therapy Aide Trainee	39905	RC-009	13
Social Service Aide I	41281	RC-009	12
Social Service Aide II	41282	RC-009	17
Social Service Aide Trainee	41285	RC-009	02
Support Service Coordinator I	44221	RC-009	15
Support Service Coordinator II	44222	RC-009	22
Support Service Lead	44225	RC-009	07
Support Service Worker	44238	RC-009	04
Transportation Officer	45830	RC-009	25
Veterans Nursing Assistant – Certified	47750	RC-009	12

Effective July 1, 2005
Bargaining Unit: RC-009

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
01	B	1918	1962	2009	2057	2103	2161	2213	2264	2317	2414	2488
01	Q	1977	2024	2072	2122	2171	2229	2284	2336	2392	2493	2567
02	B	1960	2007	2055	2103	2161	2217	2268	2332	2383	2485	2559
02	Q	2022	2070	2120	2171	2229	2288	2340	2406	2460	2565	2642
03	B	1975	2022	2070	2120	2186	2256	2327	2402	2478	2579	2655
03	Q	2036	2085	2135	2186	2255	2329	2401	2480	2557	2662	2742
04	B	2010	2058	2107	2157	2213	2267	2327	2387	2443	2546	2621
04	Q	2073	2123	2174	2226	2284	2339	2401	2464	2521	2629	2707

05	B	2024	2072	2122	2173	2240	2311	2383	2460	2539	2641	2719
05	Q	2087	2137	2188	2242	2312	2387	2460	2541	2621	2727	2809
06	B	2067	2117	2168	2220	2281	2341	2407	2468	2536	2643	2721
06	Q	2132	2183	2236	2290	2354	2416	2485	2549	2618	2730	2811
07	B	2111	2162	2214	2268	2339	2397	2467	2534	2600	2712	2794
07	Q	2178	2231	2285	2340	2413	2475	2548	2616	2685	2805	2889
08	B	2123	2174	2227	2281	2344	2412	2481	2548	2618	2738	2819
08	Q	2189	2243	2297	2354	2419	2491	2561	2631	2705	2831	2916
09	B	2130	2181	2234	2288	2360	2436	2512	2594	2680	2794	2877
09	Q	2197	2250	2304	2361	2437	2514	2594	2679	2769	2889	2975
10	B	2176	2229	2283	2339	2407	2474	2547	2616	2691	2817	2902
10	Q	2245	2299	2356	2413	2485	2553	2630	2702	2782	2913	3001
11	B	2181	2234	2288	2344	2417	2490	2568	2638	2713	2842	2926
11	Q	2250	2304	2361	2419	2497	2570	2653	2723	2806	2939	3026
12	B	2192	2245	2300	2356	2432	2509	2590	2672	2762	2883	2969
12	Q	2261	2317	2374	2433	2510	2591	2674	2761	2857	2980	3070
13	B	2248	2303	2359	2417	2493	2573	2652	2737	2818	2951	3039
13	Q	2321	2377	2436	2497	2574	2658	2740	2829	2914	3053	3145
14	B	2252	2307	2364	2424	2500	2584	2664	2753	2848	2973	3063
14	Q	2325	2383	2441	2502	2582	2667	2753	2846	2945	3077	3169
15	B	2302	2358	2416	2478	2553	2640	2722	2815	2896	3035	3126
15	Q	2376	2435	2495	2557	2637	2726	2814	2911	2995	3142	3236
16	B	2319	2377	2436	2496	2587	2664	2752	2839	2927	3076	3169
16	Q	2394	2453	2514	2578	2671	2753	2845	2936	3027	3188	3282

17	B	2322	2379	2438	2498	2579	2664	2751	2846	2941	3088	3180
17	Q	2396	2455	2516	2580	2662	2753	2844	2943	3043	3200	3296
18	B	2343	2401	2460	2521	2602	2691	2781	2875	2971	3113	3207
18	Q	2418	2479	2541	2604	2688	2782	2875	2974	3075	3226	3322
19	B	2376	2434	2494	2556	2652	2738	2828	2920	3011	3170	3265
19	Q	2451	2512	2576	2640	2740	2831	2924	3020	3116	3286	3385
20	B	2394	2453	2514	2579	2672	2760	2855	2949	3045	3229	3326
20	Q	2471	2533	2597	2662	2761	2855	2951	3051	3153	3348	3448
21	B	2460	2521	2586	2651	2742	2828	2925	3024	3126	3298	3397
21	Q	2541	2604	2670	2738	2835	2924	3025	3131	3241	3418	3520
22	B	2497	2559	2623	2691	2790	2883	2990	3088	3202	3374	3475
22	Q	2579	2643	2710	2782	2885	2980	3096	3200	3318	3498	3603
23	B	2555	2619	2687	2756	2858	2958	3069	3175	3279	3458	3562
23	Q	2639	2706	2776	2850	2955	3061	3179	3292	3399	3588	3696
24	B	2560	2624	2692	2762	2863	2967	3079	3190	3306	3483	3587
24	Q	2644	2711	2783	2857	2961	3071	3191	3306	3428	3616	3725
25	B	2771	2846	2921	3000	3121	3243	3382	3510	3648	3860	3975
25	Q	2866	2943	3021	3105	3234	3361	3507	3642	3785	4005	4125
26	B	2879	2957	3037	3122	3259	3396	3539	3681	3819	4042	4164
26	Q	2978	3059	3146	3235	3378	3522	3672	3819	3962	4195	4321
27	B	3014	3097	3184	3274	3414	3561	3709	3854	3999	4227	4354
27	Q	3122	3210	3300	3395	3540	3696	3848	3999	4150	4385	4518

Effective January 1, 2006
Bargaining Unit: RC-009

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
01	B	1976	2021	2069	2119	2166	2226	2279	2332	2387	2486	2563
01	Q	2051	2100	2150	2202	2252	2313	2370	2424	2482	2586	2663
02	B	2019	2067	2117	2166	2226	2284	2336	2402	2454	2560	2636
02	Q	2098	2148	2200	2252	2313	2374	2428	2496	2552	2661	2741
03	B	2034	2083	2132	2184	2252	2324	2397	2474	2552	2656	2735
03	Q	2112	2163	2215	2268	2340	2416	2491	2573	2653	2762	2845
04	B	2070	2120	2170	2222	2279	2335	2397	2459	2516	2622	2700
04	Q	2151	2203	2256	2309	2370	2427	2491	2556	2616	2728	2809
05	B	2085	2134	2186	2238	2307	2380	2454	2534	2615	2720	2801
05	Q	2165	2217	2270	2326	2399	2477	2552	2636	2719	2829	2914
06	B	2129	2181	2233	2287	2349	2411	2479	2542	2612	2722	2803
06	Q	2212	2265	2320	2376	2442	2507	2578	2645	2716	2832	2916
07	B	2174	2227	2280	2336	2409	2469	2541	2610	2678	2793	2878
07	Q	2260	2315	2371	2428	2503	2568	2644	2714	2786	2910	2997
08	B	2187	2239	2294	2349	2414	2484	2555	2624	2697	2820	2904
08	Q	2271	2327	2383	2442	2510	2584	2657	2730	2806	2937	3025
09	B	2194	2246	2301	2357	2431	2509	2587	2672	2760	2878	2963
09	Q	2279	2334	2390	2450	2528	2608	2691	2779	2873	2997	3087
10	B	2241	2296	2351	2409	2479	2548	2623	2694	2772	2902	2989
10	Q	2329	2385	2444	2503	2578	2649	2729	2803	2886	3022	3114

11	B	2246	2301	2357	2414	2490	2565	2645	2717	2794	2927	3014
11	Q	2334	2390	2450	2510	2591	2666	2752	2825	2911	3049	3139
12	B	2258	2312	2369	2427	2505	2584	2668	2752	2845	2969	3058
12	Q	2346	2404	2463	2524	2604	2688	2774	2865	2964	3092	3185
13	B	2315	2372	2430	2490	2568	2650	2732	2819	2903	3040	3130
13	Q	2408	2466	2527	2591	2671	2758	2843	2935	3023	3167	3263
14	B	2320	2376	2435	2497	2575	2662	2744	2836	2933	3062	3155
14	Q	2412	2472	2533	2596	2679	2767	2856	2953	3055	3192	3288
15	B	2371	2429	2488	2552	2630	2719	2804	2899	2983	3126	3220
15	Q	2465	2526	2589	2653	2736	2828	2920	3020	3107	3260	3357
16	B	2389	2448	2509	2571	2665	2744	2835	2924	3015	3168	3264
16	Q	2484	2545	2608	2675	2771	2856	2952	3046	3141	3308	3405
17	B	2392	2450	2511	2573	2656	2744	2834	2931	3029	3181	3275
17	Q	2486	2547	2610	2677	2762	2856	2951	3053	3157	3320	3420
18	B	2413	2473	2534	2597	2680	2772	2864	2961	3060	3206	3303
18	Q	2509	2572	2636	2702	2789	2886	2983	3086	3190	3347	3447
19	B	2447	2507	2569	2633	2732	2820	2913	3008	3101	3265	3363
19	Q	2543	2606	2673	2739	2843	2937	3034	3133	3233	3409	3512
20	B	2466	2527	2589	2656	2752	2843	2941	3037	3136	3326	3426
20	Q	2564	2628	2694	2762	2865	2962	3062	3165	3271	3474	3577
21	B	2534	2597	2664	2731	2824	2913	3013	3115	3220	3397	3499
21	Q	2636	2702	2770	2841	2941	3034	3138	3248	3363	3546	3652
22	B	2572	2636	2702	2772	2874	2969	3080	3181	3298	3475	3579
22	Q	2676	2742	2812	2886	2993	3092	3212	3320	3442	3629	3738

23	B	2632	2698	2768	2839	2944	3047	3161	3270	3377	3562	3669
23	Q	2738	2807	2880	2957	3066	3176	3298	3415	3526	3723	3835
24	B	2637	2703	2773	2845	2949	3056	3171	3286	3405	3587	3695
24	Q	2743	2813	2887	2964	3072	3186	3311	3430	3557	3752	3865
25	B	2854	2931	3009	3090	3215	3340	3483	3615	3757	3976	4094
25	Q	2973	3053	3134	3221	3355	3487	3639	3779	3927	4155	4280
26	B	2965	3046	3128	3216	3357	3498	3645	3791	3934	4163	4289
26	Q	3090	3174	3264	3356	3505	3654	3810	3962	4111	4352	4483
27	B	3104	3190	3280	3372	3516	3668	3820	3970	4119	4354	4485
27	Q	3239	3330	3424	3522	3673	3835	3992	4149	4306	4549	4687

(Source: Amended at 29 Ill. Reg. 19551, effective November 21, 2005)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE J RC-014 (Clerical Employees, AFSCME)

	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Account Clerk I	00111	RC-014	05
Account Clerk II	00112	RC-014	07
Account Technician I	00115	RC-014	10
Account Technician II	00116	RC-014	12
Administrative Services Worker Trainee	00600	RC-014	02
Aircraft Dispatcher	00951	RC-014	12
Aircraft Lead Dispatcher	00952	RC-014	14
Audio Visual Technician I	03501	RC-014	06
Audio Visual Technician II	03502	RC-014	09
Buyer Assistant	05905	RC-014	10
Check Issuance Machine Operator	06920	RC-014	09
Clerical Trainee	08050	RC-014	TR
Communications Dispatcher	08815	RC-014	09
Communications Equipment Technician I	08831	RC-014	17
Communications Equipment Technician II	08832	RC-014	19
Communications Equipment Technician III	08833	RC-014	20

Court Reporter	09900	RC-014	15
Data Processing Assistant	11420	RC-014	06
Data Processing Operator	11425	RC-014	04
Data Processing Operator Trainee	11428	RC-014	02
Drafting Worker	12749	RC-014	11
Electronic Equipment Installer/Repairer	13340	RC-014	10
Electronic Equipment Installer/Repairer Lead Worker	13345	RC-014	12
Electronics Technician	13360	RC-014	15
Emergency Response Lead Telecommunicator	13540	RC-014	12
Emergency Response Telecommunicator	13543	RC-014	10
Engineering Technician II	13732	RC-014	13
Engineering Technician III	13733	RC-014	16
Executive Secretary I	14031	RC-014	11
Executive Secretary II	14032	RC-014	14
Graphic Arts Designer	17366	RC-014	14
Graphic Arts Designer Supervisor	17365	RC-014	18
Graphic Arts Technician	17400	RC-014	12
Industrial Commission Reporter	21080	RC-014	16
Industrial Commission Technician	21095	RC-014	11
Insurance Analyst I	21561	RC-014	09
Insurance Analyst II	21562	RC-014	12
Insurance Analyst Trainee	21566	RC-014	07
Intermittent Clerk	21686	RC-014	02H
Library Aide I	23421	RC-014	03
Library Aide II	23422	RC-014	05
Library Aide III	23423	RC-014	07
Library Technical Assistant	23450	RC-014	10
Lottery Telemarketing Representative	24520	RC-014	09
Microfilm Laboratory Technician I	27175	RC-014	07
Microfilm Laboratory Technician II	27176	RC-014	09
Microfilm Operator I	27181	RC-014	04
Microfilm Operator II	27182	RC-014	06
Microfilm Operator III	27183	RC-014	08
Office Aide	30005	RC-014	02
Office Assistant	30010	RC-014	06
Office Associate	30015	RC-014	08
Office Clerk	30020	RC-014	04
Office Coordinator	30025	RC-014	09
Photographer I	32085	RC-014	11
Photographer II	32086	RC-014	14
Photographer III	32087	RC-014	15
Photographic Technician I	32091	RC-014	11

Photographic Technician II	32092	RC-014	14
Photographic Technician III	32093	RC-014	15
Procurement Representative	34540	RC-014	09
Property and Supply Clerk I	34791	RC-014	03.5
Property and Supply Clerk II	34792	RC-014	05.5
Property and Supply Clerk III	34793	RC-014	08
Property Tax Examiner	34930	RC-014	09
Rehabilitation Case Coordinator I	38141	RC-014	08
Rehabilitation Case Coordinator II	38142	RC-014	10
Reproduction Service Technician I	38203	RC-014	05
Reproduction Service Technician II	38204	RC-014	09
Reproduction Service Technician III	38205	RC-014	11
Safety Responsibility Analyst	38910	RC-014	12
Storekeeper I	43051	RC-014	10.5
Storekeeper II	43052	RC-014	12.5
Storekeeper III	43053	RC-014	14
Stores Clerk	43060	RC-014	04.5
Switchboard Operator I	44411	RC-014	05
Switchboard Operator II	44412	RC-014	07
Switchboard Operator III	44413	RC-014	09
Telecommunicator – Command Center	45316	RC-014	13
Telecommunicator Lead Worker – Command Center	45318	RC-014	15
Telecommunicator	45321	RC-014	12
Telecommunicator – Call Taker	45322	RC-014	14
Telecommunicator – Lead Call Taker	45323	RC-014	16
Telecommunicator Lead Worker	45324	RC-014	14
Telecommunicator Trainee	45325	RC-014	10
Telecommunicator Specialist	45326	RC-014	15
Telecommunicator Lead Specialist	45327	RC-014	17
Vehicle Permit Evaluator	47585	RC-014	11
Veterans Service Officer Associate	47804	RC-014	13

Effective July 1, 2005
Bargaining Unit: RC-014

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
02	B	1878	1922	1967	2013	2057	2103	2160	2209	2259	2344	2414
02	Q	1936	1981	2028	2076	2122	2171	2228	2281	2332	2419	2492
02	S	1990	2035	2082	2131	2176	2224	2283	2334	2387	2474	2548

02H	B	11.56	11.83	12.1	12.39	12.66	12.94	13.29	13.59	13.9	14.42	14.86
02H	Q	11.91	12.19	12.48	12.78	13.06	13.36	13.71	14.04	14.35	14.89	15.34
02H	S	12.25	12.52	12.81	13.11	13.39	13.69	14.05	14.36	14.69	15.22	15.68
03	B	1918	1962	2009	2057	2103	2161	2213	2264	2317	2414	2488
03	Q	1977	2024	2072	2122	2171	2229	2284	2336	2392	2493	2567
03	S	2031	2078	2126	2176	2224	2284	2337	2391	2445	2547	2623
03.5	B	1960	2007	2055	2103	2157	2213	2266	2317	2377	2478	2551
03.5	Q	2022	2070	2120	2171	2226	2284	2338	2392	2453	2557	2634
03.5	S	2075	2124	2174	2224	2281	2337	2393	2445	2507	2612	2691
04	B	1960	2007	2055	2103	2161	2217	2268	2332	2383	2485	2559
04	Q	2022	2070	2120	2171	2229	2288	2340	2406	2460	2565	2642
04	S	2075	2124	2174	2224	2284	2341	2395	2461	2513	2619	2698
04.5	B	2010	2058	2107	2157	2213	2267	2327	2387	2443	2546	2621
04.5	Q	2073	2123	2174	2226	2284	2339	2401	2464	2521	2629	2707
04.5	S	2127	2177	2227	2281	2337	2394	2455	2517	2577	2683	2764
05	B	2013	2061	2110	2161	2220	2280	2339	2395	2453	2554	2632
05	Q	2076	2126	2177	2229	2290	2353	2413	2472	2533	2638	2717
05	S	2131	2180	2231	2284	2343	2406	2468	2527	2587	2692	2772
05.5	B	2061	2110	2161	2213	2268	2337	2394	2453	2517	2619	2699
05.5	Q	2126	2177	2229	2284	2340	2411	2471	2533	2600	2706	2787
05.5	S	2180	2231	2284	2337	2395	2466	2526	2587	2654	2760	2844
06	B	2067	2117	2168	2220	2281	2341	2407	2468	2536	2643	2721
06	Q	2132	2183	2236	2290	2354	2416	2485	2549	2618	2730	2811
06	S	2185	2238	2290	2343	2407	2470	2540	2603	2672	2786	2869
07	B	2123	2174	2227	2281	2344	2412	2481	2548	2618	2738	2819
07	Q	2189	2243	2297	2354	2419	2491	2561	2631	2705	2831	2916
07	S	2244	2296	2352	2407	2474	2545	2615	2685	2759	2887	2973

08	B	2181	2234	2288	2344	2417	2490	2568	2638	2713	2842	2926
08	Q	2250	2304	2361	2419	2497	2570	2653	2723	2806	2939	3026
08	S	2303	2359	2414	2474	2550	2624	2707	2781	2862	2995	3084
09	B	2248	2303	2359	2417	2493	2573	2652	2737	2818	2951	3039
09	Q	2321	2377	2436	2497	2574	2658	2740	2829	2914	3053	3145
09	S	2374	2432	2490	2550	2628	2712	2796	2886	2971	3111	3204
10	B	2319	2377	2436	2496	2587	2664	2752	2839	2927	3076	3169
10	Q	2394	2453	2514	2578	2671	2753	2845	2936	3027	3188	3282
10	S	2447	2507	2568	2631	2725	2809	2901	2991	3087	3248	3346
10.5	B	2388	2447	2508	2570	2652	2743	2827	2926	3011	3164	3259
10.5	Q	2465	2527	2590	2655	2740	2836	2923	3026	3116	3278	3377
10.5	S	2518	2581	2644	2709	2796	2893	2979	3086	3177	3341	3440
11	B	2403	2462	2525	2588	2676	2763	2862	2957	3049	3210	3307
11	Q	2481	2543	2606	2672	2767	2858	2960	3059	3157	3326	3426
11	S	2536	2597	2660	2726	2823	2913	3016	3117	3217	3386	3488
12	B	2497	2559	2623	2691	2790	2883	2990	3088	3202	3374	3475
12	Q	2579	2643	2710	2782	2885	2980	3096	3200	3318	3498	3603
12	S	2633	2697	2765	2837	2941	3038	3155	3261	3379	3560	3667
12.5	B	2555	2619	2687	2756	2858	2958	3069	3175	3279	3458	3562
12.5	Q	2639	2706	2776	2850	2955	3061	3179	3292	3399	3588	3696
12.5	S	2693	2760	2833	2906	3012	3119	3241	3352	3460	3652	3762
13	B	2588	2653	2721	2793	2896	3006	3119	3233	3353	3540	3647
13	Q	2672	2742	2813	2888	2995	3112	3233	3351	3475	3673	3783
13	S	2726	2797	2869	2944	3052	3171	3294	3412	3538	3736	3848
14	B	2693	2763	2838	2913	3024	3142	3279	3399	3528	3733	3845
14	Q	2784	2858	2935	3013	3131	3257	3399	3526	3661	3874	3990
14	S	2839	2913	2990	3071	3192	3317	3460	3587	3723	3935	4053

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15	B	2797	2871	2949	3028	3161	3292	3421	3561	3693	3915	4033
15	Q	2893	2970	3051	3135	3275	3412	3549	3696	3832	4062	4183
15	S	2948	3025	3109	3196	3336	3471	3613	3758	3893	4124	4247
16	B	2921	3000	3082	3170	3313	3458	3603	3753	3903	4133	4257
16	Q	3021	3105	3194	3286	3433	3588	3739	3892	4049	4289	4418
16	S	3080	3165	3254	3347	3496	3652	3803	3956	4113	4350	4482
17	B	3051	3137	3227	3321	3475	3635	3789	3942	4102	4347	4477
17	Q	3160	3251	3346	3441	3606	3772	3930	4090	4256	4510	4646
17	S	3219	3312	3406	3504	3669	3836	3994	4153	4318	4574	4711
18	B	3207	3299	3394	3495	3664	3835	4009	4173	4340	4599	4738
18	Q	3323	3419	3520	3626	3805	3979	4161	4332	4503	4772	4915
18	S	3383	3479	3584	3687	3866	4042	4223	4393	4568	4834	4979
19	B	3375	3473	3576	3684	3872	4055	4244	4421	4606	4885	5032
19	Q	3499	3603	3711	3822	4017	4204	4404	4587	4780	5068	5220
19	S	3561	3667	3775	3885	4081	4269	4466	4651	4843	5131	5285
20	B	3564	3672	3781	3893	4090	4280	4483	4678	4871	5167	5322
20	Q	3699	3809	3922	4039	4243	4442	4652	4852	5054	5363	5524
20	S	3760	3872	3985	4102	4305	4503	4714	4915	5116	5423	5587

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Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
02	B	1934	1980	2026	2073	2119	2166	2225	2275	2327	2414	2486
02	Q	2009	2055	2104	2154	2202	2252	2312	2367	2419	2510	2585
02	S	2065	2111	2160	2211	2258	2307	2369	2422	2477	2567	2644

02H	B	11.90	12.18	12.47	12.76	13.04	13.33	13.69	14.00	14.32	14.86	15.30
02H	Q	12.36	12.65	12.95	13.26	13.55	13.86	14.23	14.57	14.89	15.45	15.91
02H	S	12.71	12.99	13.29	13.61	13.90	14.20	14.58	14.90	15.24	15.80	16.27
03	B	1976	2021	2069	2119	2166	2226	2279	2332	2387	2486	2563
03	Q	2051	2100	2150	2202	2252	2313	2370	2424	2482	2586	2663
03	S	2107	2156	2206	2258	2307	2370	2425	2481	2537	2643	2721
03.5	B	2019	2067	2117	2166	2222	2279	2334	2387	2448	2552	2628
03.5	Q	2098	2148	2200	2252	2309	2370	2426	2482	2545	2653	2733
03.5	S	2153	2204	2256	2307	2367	2425	2483	2537	2601	2710	2792
04	B	2019	2067	2117	2166	2226	2284	2336	2402	2454	2560	2636
04	Q	2098	2148	2200	2252	2313	2374	2428	2496	2552	2661	2741
04	S	2153	2204	2256	2307	2370	2429	2485	2553	2607	2717	2799
04.5	B	2070	2120	2170	2222	2279	2335	2397	2459	2516	2622	2700
04.5	Q	2151	2203	2256	2309	2370	2427	2491	2556	2616	2728	2809
04.5	S	2207	2259	2311	2367	2425	2484	2547	2611	2674	2784	2868
05	B	2073	2123	2173	2226	2287	2348	2409	2467	2527	2631	2711
05	Q	2154	2206	2259	2313	2376	2441	2503	2565	2628	2737	2819
05	S	2211	2262	2315	2370	2431	2496	2561	2622	2684	2793	2876
05.5	B	2123	2173	2226	2279	2336	2407	2466	2527	2593	2698	2780
05.5	Q	2206	2259	2313	2370	2428	2501	2564	2628	2698	2807	2892
05.5	S	2262	2315	2370	2425	2485	2558	2621	2684	2754	2864	2951
06	B	2129	2181	2233	2287	2349	2411	2479	2542	2612	2722	2803
06	Q	2212	2265	2320	2376	2442	2507	2578	2645	2716	2832	2916
06	S	2267	2322	2376	2431	2497	2563	2635	2701	2772	2890	2977
07	B	2187	2239	2294	2349	2414	2484	2555	2624	2697	2820	2904
07	Q	2271	2327	2383	2442	2510	2584	2657	2730	2806	2937	3025
07	S	2328	2382	2440	2497	2567	2640	2713	2786	2862	2995	3084

08	B	2246	2301	2357	2414	2490	2565	2645	2717	2794	2927	3014
08	Q	2334	2390	2450	2510	2591	2666	2752	2825	2911	3049	3139
08	S	2389	2447	2505	2567	2646	2722	2809	2885	2969	3107	3200
09	B	2315	2372	2430	2490	2568	2650	2732	2819	2903	3040	3130
09	Q	2408	2466	2527	2591	2671	2758	2843	2935	3023	3167	3263
09	S	2463	2523	2583	2646	2727	2814	2901	2994	3082	3228	3324
10	B	2389	2448	2509	2571	2665	2744	2835	2924	3015	3168	3264
10	Q	2484	2545	2608	2675	2771	2856	2952	3046	3141	3308	3405
10	S	2539	2601	2664	2730	2827	2914	3010	3103	3203	3370	3471
10.5	B	2460	2520	2583	2647	2732	2825	2912	3014	3101	3259	3357
10.5	Q	2557	2622	2687	2755	2843	2942	3033	3139	3233	3401	3504
10.5	S	2612	2678	2743	2811	2901	3001	3091	3202	3296	3466	3569
11	B	2475	2536	2601	2666	2756	2846	2948	3046	3140	3306	3406
11	Q	2574	2638	2704	2772	2871	2965	3071	3174	3275	3451	3554
11	S	2631	2694	2760	2828	2929	3022	3129	3234	3338	3513	3619
12	B	2572	2636	2702	2772	2874	2969	3080	3181	3298	3475	3579
12	Q	2676	2742	2812	2886	2993	3092	3212	3320	3442	3629	3738
12	S	2732	2798	2869	2943	3051	3152	3273	3383	3506	3694	3805
12.5	B	2632	2698	2768	2839	2944	3047	3161	3270	3377	3562	3669
12.5	Q	2738	2807	2880	2957	3066	3176	3298	3415	3526	3723	3835
12.5	S	2794	2864	2939	3015	3125	3236	3363	3478	3590	3789	3903
13	B	2666	2733	2803	2877	2983	3096	3213	3330	3454	3646	3756
13	Q	2772	2845	2918	2996	3107	3229	3354	3477	3605	3811	3925
13	S	2828	2902	2977	3054	3166	3290	3418	3540	3671	3876	3992
14	B	2774	2846	2923	3000	3115	3236	3377	3501	3634	3845	3960
14	Q	2888	2965	3045	3126	3248	3379	3526	3658	3798	4019	4140
14	S	2945	3022	3102	3186	3312	3441	3590	3722	3863	4083	4205

15	B	2881	2957	3037	3119	3256	3391	3524	3668	3804	4032	4154
15	Q	3001	3081	3165	3253	3398	3540	3682	3835	3976	4214	4340
15	S	3059	3138	3226	3316	3461	3601	3748	3899	4039	4279	4406
16	B	3009	3090	3174	3265	3412	3562	3711	3866	4020	4257	4385
16	Q	3134	3221	3314	3409	3562	3723	3879	4038	4201	4450	4584
16	S	3196	3284	3376	3473	3627	3789	3946	4104	4267	4513	4650
17	B	3143	3231	3324	3421	3579	3744	3903	4060	4225	4477	4611
17	Q	3279	3373	3471	3570	3741	3913	4077	4243	4416	4679	4820
17	S	3340	3436	3534	3635	3807	3980	4144	4309	4480	4746	4888
18	B	3303	3398	3496	3600	3774	3950	4129	4298	4470	4737	4880
18	Q	3448	3547	3652	3762	3948	4128	4317	4494	4672	4951	5099
18	S	3510	3609	3718	3825	4011	4194	4381	4558	4739	5015	5166
19	B	3476	3577	3683	3795	3988	4177	4371	4554	4744	5032	5183
19	Q	3630	3738	3850	3965	4168	4362	4569	4759	4959	5258	5416
19	S	3695	3805	3917	4031	4234	4429	4633	4825	5025	5323	5483
20	B	3671	3782	3894	4010	4213	4408	4617	4818	5017	5322	5482
20	Q	3838	3952	4069	4190	4402	4609	4826	5034	5244	5564	5731
20	S	3901	4017	4134	4256	4466	4672	4891	5099	5308	5626	5797

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(Source: Amended at 29 Ill. Reg. 19551, effective November 21, 2005)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE K RC-023 (Registered Nurses, INA)**

Effective July 1, 2005
Bargaining Unit: RC-023

Title	Title Code	Pay Plan Code	S T E P S							
			1	2	3	4	5	6	7	8
Child Welfare Nurse Specialist	07197	B	3849	4029	4223	4417	4699	4864	5034	5185
Corrections Nurse I	09825	Q	3623	3791	3970	4141	4412	4567	4726	4867
Corrections Nurse I	09825	S	3684	3853	4031	4201	4472	4626	4788	4931
Corrections Nurse II	09826	Q	4071	4261	4466	4673	4969	5144	5323	5483
Corrections Nurse II	09826	S	4132	4322	4526	4733	5032	5205	5385	5547
Health Facilities Surveillance Nurse	18150	B	3849	4029	4223	4417	4699	4864	5034	5185
Nursing Act Assistant Coordinator	29731	B	4089	4297	4495	4701	4996	5169	5351	5511
Registered Nurse I	38131	B	3425	3588	3753	3919	4170	4317	4468	4601
Registered Nurse I	38131	Q	3451	3615	3780	3948	4200	4348	4500	4636
Registered Nurse II	38132	B	3849	4029	4223	4417	4699	4864	5034	5185
Registered Nurse II	38132	Q	3878	4060	4254	4449	4734	4900	5070	5222

NOTE: Longevity Pay – The Step 8 rate shall be increased by \$25 per month for those employees who have attained 3 or more years of creditable service on Step 8 in the same pay grade. The Step 8 rate shall be increased \$50 per month for those employees who have attained 6 or more years of creditable service on Step 8 in the same pay grade.

Effective January 1, 2006
Bargaining Unit: RC-023

Title	Title Code	Pay Plan Code	S T E P S							
			1	2	3	4	5	6	7	8
Child Welfare Nurse Specialist	07197	B	3964	4150	4350	4550	4840	5010	5185	5341
Corrections Nurse I	09825	Q	3759	3933	4119	4296	4577	4738	4903	5050
Corrections Nurse I	09825	S	3822	3997	4182	4359	4640	4799	4968	5116

Corrections Nurse II	09826	Q	4224	4421	4633	4848	5155	5337	5523	5689
Corrections Nurse II	09826	S	4287	4484	4696	4910	5221	5400	5587	5755
Health Facilities Surveillance Nurse	18150	B	3964	4150	4350	4550	4840	5010	5185	5341
Nursing Act Assistant Coordinator	29731	B	4212	4426	4630	4842	5146	5324	5512	5676
Registered Nurse I	38131	B	3528	3696	3866	4037	4295	4447	4602	4739
Registered Nurse I	38131	Q	3580	3751	3922	4096	4358	4511	4669	4810
Registered Nurse II	38132	B	3964	4150	4350	4550	4840	5010	5185	5341
Registered Nurse II	38132	Q	4023	4212	4414	4616	4912	5084	5260	5418

NOTE: Longevity Pay – The Step 8 rate shall be increased by \$25 per month for those employees who have attained 3 or more years of creditable service on Step 8 in the same pay grade. The Step 8 rate shall be increased \$50 per month for those employees who have attained 6 or more years of creditable service on Step 8 in the same pay grade.

Effective April 1, 2006
Bargaining Unit: RC-023
Special Hourly Rates

Title	Pay Plan		Rate
	Title Code	Code	
Registered Nurse I (DHS Client Assessment Unit) (Possessing less than 10 years of prior State contractual service on March 22, 2006)	38131	B	24.41
Registered Nurse I (DHS Client Assessment Unit) (Possessing 10 or more years of prior State contractual service on March 22, 2006)	38131	B	24.75
Registered Nurse II (DHS Client Assessment Unit)	38132	B	26.67

(Source: Peremptory amendment at 30 Ill. Reg. 6409, effective March 30, 2006)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE L RC-008 (Boilermakers)**

Effective January 1, 2005

<u>Title</u>	<u>Title Code</u>	<u>Region</u>	<u>Monthly Salary</u>
Boiler Safety Specialist	04910	Northern	6535.44
Boiler Safety Specialist	04910	Central	5141.70
Boiler Safety Specialist	04910	Southern	4791.96

Effective September 2, 2005

<u>Title</u>	<u>Title Code</u>	<u>Region</u>	<u>Monthly Salary</u>
Boiler Safety Specialist	04910	Southern	4925.94

Effective January 1, 2006

<u>Title</u>	<u>Title Code</u>	<u>Region</u>	<u>Monthly Salary</u>
Boiler Safety Specialist	04910	Northern	6822.54
Boiler Safety Specialist	04910	Central	5242.62
Boiler Safety Specialist	04910	Southern	5021.64

Northern Region: Boone, Cook, DeKalb, DuPage, Grundy, Kane, Kankakee, Kendall, Lake, McHenry, Will, and Winnebago Counties.

Central Region: Bureau, Carroll, Champaign, DeWitt, Ford, Fulton, Hancock, Henderson, Henry, Iroquois, JoDaviess, Knox, LaSalle, Lee, Livingston, Logan, Marshall, Mason, McDonough, McLean, Mercer, Ogle, Peoria, Putman, Rock Island, Schuyler, Stark, Stephenson, Tazewell, Vermilion, Warren, Whiteside, and Woodford Counties.

(Source: Amended at 30 Ill. Reg. 7857, effective April 17, 2006)

Section 310.TABLE M RC-110 (Conservation Police Lodge)

	S T E P S						
	1	2	3	4	5	6	7
Conservation Police Officer I	3613	3785	4060	4251	4450	4660	4660
Conservation Police Officer II	0	0	4120	4311	4511	4722	4722

Conservation Police Officer I									
9 Yrs	10 Yrs	12.5 Yrs	14 Yrs	15 Yrs	17.5 Yrs	20 Yrs	21 Yrs	22.5 Yrs	25 Yrs
4882	5117	5243	5243	5243	5243	5243	5243	5243	5243
Conservation Police Officer II									
9 Yrs	10 Yrs	12.5 Yrs	14 Yrs	15 Yrs	17.5 Yrs	20 Yrs	21 Yrs	22.5 Yrs	25 Yrs
4942	5178	5304	5304	5555	5815	6095	6154	6442	6747

	S T E P S						
	1	2	3	4	5	6	7
Conservation Police Officer I	3748	3927	4212	4410	4617	4835	4835
Conservation Police Officer II	0	0	4275	4473	4680	4899	4899

[illegible]

Conservation Police Officer II

9 Yrs	10 Yrs	12.5 Yrs	14 Yrs	15 Yrs	17.5 Yrs	20 Yrs	21 Yrs	22.5 Yrs	25 Yrs
5127	5372	5503	5503	5763	6033	6324	6385	6684	7000

(Source: Amended at 29 Ill. Reg. 9319, effective July 1, 2005)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE N RC-010 (Professional Legal Unit, AFSCME)**

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Hearings Referee	18300	RC-010	23
Hearings Referee – Intermittent	18301	RC-010	23H
Technical Advisor Advanced Program Specialist	45256	RC-010	24
Technical Advisor I	45251	RC-010	18
Technical Advisor II	45252	RC-010	20
Technical Advisor III	45253	RC-010	23

Effective July 1, 2005
Bargaining Unit: RC-010

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
18	B	3207	3299	3394	3495	3664	3835	4009	4173	4340	4599	4738
18	Q	3323	3419	3520	3626	3805	3979	4161	4332	4503	4772	4915
20	B	3564	3672	3781	3893	4090	4280	4483	4678	4871	5167	5322
20	Q	3699	3809	3922	4039	4243	4442	4652	4852	5054	5363	5524
23	B	4220	4346	4476	4609	4853	5102	5345	5591	5834	6200	6386
23	Q	4378	4508	4643	4785	5037	5295	5544	5800	6053	6432	6625
23H	B	25.97	26.74	27.54	28.36	29.86	31.40	32.89	34.41	35.90	38.15	39.30
24	B	4489	4624	4762	4905	5166	5437	5698	5961	6230	6620	6819

Effective January 1, 2006
Bargaining Unit: RC-010

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
18	B	3303	3398	3496	3600	3774	3950	4129	4298	4470	4737	4880
18	Q	3448	3547	3652	3762	3948	4128	4317	4494	4672	4951	5099
20	B	3671	3782	3894	4010	4213	4408	4617	4818	5017	5322	5482
20	Q	3838	3952	4069	4190	4402	4609	4826	5034	5244	5564	5731
23	B	4347	4476	4610	4747	4999	5255	5505	5759	6009	6386	6578
23	Q	4542	4677	4817	4964	5226	5494	5752	6018	6280	6673	6873
23H	B	26.75	27.54	28.37	29.21	30.76	32.34	33.88	35.44	36.98	39.30	40.48
24	B	4624	4763	4905	5052	5321	5600	5869	6140	6417	6819	7024

(Source: Amended at 29 Ill. Reg. 19551, effective November 21, 2005)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE O RC-028 (Paraprofessional Human Services Employees, AFSCME)

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Administrative Assistant I	00501	RC-028	17
Apparel/Dry Goods Specialist III	01233	RC-028	12.5
Assistant Reimbursement Officer	02424	RC-028	08
Capital Development Board Media Technician	06525	RC-028	14
Child Development Aide III	07183	RC-028	10
Clinical Laboratory Associate	08200	RC-028	07
Clinical Laboratory Technician I	08215	RC-028	10
Clinical Laboratory Technician II	08216	RC-028	12
Compliance Officer	08919	RC-028	14
Construction Supervisor I	09561	RC-028	13
Construction Supervisor II	09562	RC-028	16
Crime Scene Investigator	09980	RC-028	21
Data Processing Administrative Specialist	11415	RC-028	14
Data Processing Specialist	11430	RC-028	12

Data Processing Technician	11440	RC-028	09
Data Processing Technician Trainee	11443	RC-028	06
Dental Assistant	11650	RC-028	09
Dental Hygienist	11700	RC-028	13
Electroencephalograph Technician	13300	RC-028	08
Environmental Equipment Operator I	13761	RC-028	12
Environmental Equipment Operator II	13762	RC-028	14
Environmental Protection Technician I	13831	RC-028	08
Environmental Protection Technician II	13832	RC-028	10
Health Information Associate	18045	RC-028	10
Health Information Technician	18047	RC-028	12
Hearing & Speech Technician I	18261	RC-028	06
Hearing & Speech Technician II	18262	RC-028	09
Housekeeper II	19602	RC-028	03.5
Inhalation Therapist	21259	RC-028	08
Inhalation Therapist Supervisor	21260	RC-028	11
Intermittent Unemployment Insurance Technician (Hourly)	21690	RC-028	06H
Laboratory Assistant	22995	RC-028	04
Laboratory Associate I	22997	RC-028	10
Laboratory Associate II	22998	RC-028	12
Legal Research Assistant	23350	RC-028	13
Licensed Practical Nurse I	23551	RC-028	10.5
Licensed Practical Nurse II	23552	RC-028	11.5
Lock and Dam Tender	24290	RC-028	10
Lottery Commodities Distributor II	24402	RC-028	12
Natural Resource Technician I	28851	RC-028	10
Natural Resource Technician II	28852	RC-028	13
Office Administrative Specialist	29990	RC-028	12
Office Specialist	30080	RC-028	11
Pharmacist Lead Technician	32007	RC-028	09
Pharmacist Technician	32008	RC-028	07
Public Aid Eligibility Assistant	35825	RC-028	08
Radiologic Technologist	37500	RC-028	11
Radiologic Technologist Program Coordinator	37507	RC-028	12
Ranger	37725	RC-028	13
Rehabilitation Counselor Aide I	38155	RC-028	09
Rehabilitation Counselor Aide II	38156	RC-028	11
Senior Ranger	40090	RC-028	14
Site Interpreter	41090	RC-028	10
Site Technician I	41131	RC-028	10
Site Technician II	41132	RC-028	12
Social Service Community Planner	41295	RC-028	11

State Police Crime Information Evaluator	41801	RC-028	11
State Police Evidence Technician I	41901	RC-028	12
State Police Evidence Technician II	41902	RC-028	13
Statistical Research Technician	42748	RC-028	11
Veterans Service Officer	47800	RC-028	14
Vocational Instructor	48200	RC-028	12

Effective July 1, 2005
Bargaining Unit: RC-028

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
03.5	B	1960	2007	2055	2103	2157	2213	2266	2317	2377	2478	2551
03.5	Q	2022	2070	2120	2171	2226	2284	2338	2392	2453	2557	2634
03.5	S	2075	2124	2174	2224	2281	2337	2393	2445	2507	2612	2691
04	B	1960	2007	2055	2103	2161	2217	2268	2332	2383	2485	2559
04	Q	2022	2070	2120	2171	2229	2288	2340	2406	2460	2565	2642
04	S	2075	2124	2174	2224	2284	2341	2395	2461	2513	2619	2698
06	B	2067	2117	2168	2220	2281	2341	2407	2468	2536	2643	2721
06	Q	2132	2183	2236	2290	2354	2416	2485	2549	2618	2730	2811
06	S	2185	2238	2290	2343	2407	2470	2540	2603	2672	2786	2869
06H	B	12.72	13.03	13.34	13.66	14.04	14.41	14.81	15.19	15.61	16.26	16.74
06H	Q	13.12	13.43	13.76	14.09	14.49	14.87	15.29	15.69	16.11	16.80	17.30
06H	S	13.45	13.77	14.09	14.42	14.81	15.20	15.63	16.02	16.44	17.14	17.66
07	B	2123	2174	2227	2281	2344	2412	2481	2548	2618	2738	2819
07	Q	2189	2243	2297	2354	2419	2491	2561	2631	2705	2831	2916
07	S	2244	2296	2352	2407	2474	2545	2615	2685	2759	2887	2973
08	B	2181	2234	2288	2344	2417	2490	2568	2638	2713	2842	2926
08	Q	2250	2304	2361	2419	2497	2570	2653	2723	2806	2939	3026
08	S	2303	2359	2414	2474	2550	2624	2707	2781	2862	2995	3084

09	B	2248	2303	2359	2417	2493	2573	2652	2737	2818	2951	3039
09	Q	2321	2377	2436	2497	2574	2658	2740	2829	2914	3053	3145
09	S	2374	2432	2490	2550	2628	2712	2796	2886	2971	3111	3204
09.5	B	2302	2358	2416	2478	2553	2640	2722	2815	2896	3035	3126
09.5	Q	2376	2435	2495	2557	2637	2726	2814	2911	2995	3142	3236
09.5	S	2431	2489	2549	2612	2691	2783	2870	2968	3052	3204	3301
10	B	2319	2377	2436	2496	2587	2664	2752	2839	2927	3076	3169
10	Q	2394	2453	2514	2578	2671	2753	2845	2936	3027	3188	3282
10	S	2447	2507	2568	2631	2725	2809	2901	2991	3087	3248	3346
10.5	B	2394	2453	2514	2579	2672	2760	2855	2949	3045	3229	3326
10.5	Q	2471	2533	2597	2662	2761	2855	2951	3051	3153	3348	3448
10.5	S	2526	2587	2651	2716	2818	2910	3008	3109	3213	3408	3511
11	B	2403	2462	2525	2588	2676	2763	2862	2957	3049	3210	3307
11	Q	2481	2543	2606	2672	2767	2858	2960	3059	3157	3326	3426
11	S	2536	2597	2660	2726	2823	2913	3016	3117	3217	3386	3488
11.5	B	2460	2521	2586	2651	2742	2828	2925	3024	3126	3298	3397
11.5	Q	2541	2604	2670	2738	2835	2924	3025	3131	3241	3418	3520
11.5	S	2591	2655	2722	2791	2890	2981	3084	3192	3304	3485	3589
12	B	2497	2559	2623	2691	2790	2883	2990	3088	3202	3374	3475
12	Q	2579	2643	2710	2782	2885	2980	3096	3200	3318	3498	3603
12	S	2633	2697	2765	2837	2941	3038	3155	3261	3379	3560	3667
12.5	B	2555	2619	2687	2756	2858	2958	3069	3175	3279	3458	3562
12.5	Q	2639	2706	2776	2850	2955	3061	3179	3292	3399	3588	3696
12.5	S	2693	2760	2833	2906	3012	3119	3241	3352	3460	3652	3762
13	B	2588	2653	2721	2793	2896	3006	3119	3233	3353	3540	3647
13	Q	2672	2742	2813	2888	2995	3112	3233	3351	3475	3673	3783
13	S	2726	2797	2869	2944	3052	3171	3294	3412	3538	3736	3848

14	B	2693	2763	2838	2913	3024	3142	3279	3399	3528	3733	3845
14	Q	2784	2858	2935	3013	3131	3257	3399	3526	3661	3874	3990
14	S	2839	2913	2990	3071	3192	3317	3460	3587	3723	3935	4053
16	B	2921	3000	3082	3170	3313	3458	3603	3753	3903	4133	4257
16	Q	3021	3105	3194	3286	3433	3588	3739	3892	4049	4289	4418
16	S	3080	3165	3254	3347	3496	3652	3803	3956	4113	4350	4482
17	B	3051	3137	3227	3321	3475	3635	3789	3942	4102	4347	4477
17	Q	3160	3251	3346	3441	3606	3772	3930	4090	4256	4510	4646
17	S	3219	3312	3406	3504	3669	3836	3994	4153	4318	4574	4711
21	B	3762	3876	3992	4110	4321	4530	4742	4958	5164	5486	5651
21	Q	3904	4022	4140	4264	4485	4699	4920	5144	5359	5693	5864
21	S	3967	4084	4202	4329	4546	4762	4984	5207	5420	5755	5928

Effective January 1, 2006
Bargaining Unit: RC-028

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
03.5	B	2019	2067	2117	2166	2222	2279	2334	2387	2448	2552	2628
03.5	Q	2098	2148	2200	2252	2309	2370	2426	2482	2545	2653	2733
03.5	S	2153	2204	2256	2307	2367	2425	2483	2537	2601	2710	2792
04	B	2019	2067	2117	2166	2226	2284	2336	2402	2454	2560	2636
04	Q	2098	2148	2200	2252	2313	2374	2428	2496	2552	2661	2741
04	S	2153	2204	2256	2307	2370	2429	2485	2553	2607	2717	2799
06	B	2129	2181	2233	2287	2349	2411	2479	2542	2612	2722	2803
06	Q	2212	2265	2320	2376	2442	2507	2578	2645	2716	2832	2916
06	S	2267	2322	2376	2431	2497	2563	2635	2701	2772	2890	2977

06H	B	13.10	13.42	13.74	14.07	14.46	14.84	15.26	15.64	16.07	16.75	17.25
06H	Q	13.61	13.94	14.28	14.62	15.03	15.43	15.86	16.28	16.71	17.43	17.94
06H	S	13.95	14.29	14.62	14.96	15.37	15.77	16.22	16.62	17.06	17.78	18.32
07	B	2187	2239	2294	2349	2414	2484	2555	2624	2697	2820	2904
07	Q	2271	2327	2383	2442	2510	2584	2657	2730	2806	2937	3025
07	S	2328	2382	2440	2497	2567	2640	2713	2786	2862	2995	3084
08	B	2246	2301	2357	2414	2490	2565	2645	2717	2794	2927	3014
08	Q	2334	2390	2450	2510	2591	2666	2752	2825	2911	3049	3139
08	S	2389	2447	2505	2567	2646	2722	2809	2885	2969	3107	3200
09	B	2315	2372	2430	2490	2568	2650	2732	2819	2903	3040	3130
09	Q	2408	2466	2527	2591	2671	2758	2843	2935	3023	3167	3263
09	S	2463	2523	2583	2646	2727	2814	2901	2994	3082	3228	3324
09.5	B	2371	2429	2488	2552	2630	2719	2804	2899	2983	3126	3220
09.5	Q	2465	2526	2589	2653	2736	2828	2920	3020	3107	3260	3357
09.5	S	2522	2582	2645	2710	2792	2887	2978	3079	3166	3324	3425
10	B	2389	2448	2509	2571	2665	2744	2835	2924	3015	3168	3264
10	Q	2484	2545	2608	2675	2771	2856	2952	3046	3141	3308	3405
10	S	2539	2601	2664	2730	2827	2914	3010	3103	3203	3370	3471
10.5	B	2466	2527	2589	2656	2752	2843	2941	3037	3136	3326	3426
10.5	Q	2564	2628	2694	2762	2865	2962	3062	3165	3271	3474	3577
10.5	S	2621	2684	2750	2818	2924	3019	3121	3226	3333	3536	3643
11	B	2475	2536	2601	2666	2756	2846	2948	3046	3140	3306	3406
11	Q	2574	2638	2704	2772	2871	2965	3071	3174	3275	3451	3554
11	S	2631	2694	2760	2828	2929	3022	3129	3234	3338	3513	3619
11.5	B	2534	2597	2664	2731	2824	2913	3013	3115	3220	3397	3499
11.5	Q	2636	2702	2770	2841	2941	3034	3138	3248	3363	3546	3652
11.5	S	2688	2755	2824	2896	2998	3093	3200	3312	3428	3616	3724

12	B	2572	2636	2702	2772	2874	2969	3080	3181	3298	3475	3579
12	Q	2676	2742	2812	2886	2993	3092	3212	3320	3442	3629	3738
12	S	2732	2798	2869	2943	3051	3152	3273	3383	3506	3694	3805
12.5	B	2632	2698	2768	2839	2944	3047	3161	3270	3377	3562	3669
12.5	Q	2738	2807	2880	2957	3066	3176	3298	3415	3526	3723	3835
12.5	S	2794	2864	2939	3015	3125	3236	3363	3478	3590	3789	3903
13	B	2666	2733	2803	2877	2983	3096	3213	3330	3454	3646	3756
13	Q	2772	2845	2918	2996	3107	3229	3354	3477	3605	3811	3925
13	S	2828	2902	2977	3054	3166	3290	3418	3540	3671	3876	3992
14	B	2774	2846	2923	3000	3115	3236	3377	3501	3634	3845	3960
14	Q	2888	2965	3045	3126	3248	3379	3526	3658	3798	4019	4140
14	S	2945	3022	3102	3186	3312	3441	3590	3722	3863	4083	4205
16	B	3009	3090	3174	3265	3412	3562	3711	3866	4020	4257	4385
16	Q	3134	3221	3314	3409	3562	3723	3879	4038	4201	4450	4584
16	S	3196	3284	3376	3473	3627	3789	3946	4104	4267	4513	4650
17	B	3143	3231	3324	3421	3579	3744	3903	4060	4225	4477	4611
17	Q	3279	3373	3471	3570	3741	3913	4077	4243	4416	4679	4820
17	S	3340	3436	3534	3635	3807	3980	4144	4309	4480	4746	4888
21	B	3875	3992	4112	4233	4451	4666	4884	5107	5319	5651	5821
21	Q	4050	4173	4295	4424	4653	4875	5105	5337	5560	5906	6084
21	S	4116	4237	4360	4491	4716	4941	5171	5402	5623	5971	6150

(Source: Amended at 29 Ill. Reg. 19551, effective November 21, 2005)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE P RC-029 (Paraprofessional Investigatory and Law Enforcement Employees, IFPE)**

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Agricultural Products Promoter	00815	RC-029	13
Animal and Animal Products Investigator	01072	RC-029	14
Apiary Inspector	01215	RC-029	04
Apiary Inspector (hourly)	01215	RC-029	04H
Arson Investigator I	01481	RC-029	16
Arson Investigator II	01482	RC-029	18
Arson Investigator II (Lead Worker)	01482	RC-029	19
Breath Alcohol Analysis Technician	05170	RC-029	16
Commerce Commission Police Officer I	08451	RC-029	16
Commerce Commission Police Officer II	08452	RC-029	18
Commodities Inspector	08770	RC-029	10
Drug Compliance Investigator	12778	RC-029	25
Elevator Inspector	13495	RC-029	18.5
Environmental Protection Legal Investigator I	13811	RC-029	12
Environmental Protection Legal Investigator II	13812	RC-029	14
Environmental Protection Legal Investigator Specialist	13815	RC-029	15
Explosives Inspector I	14051	RC-029	14
Explosives Inspector II	14052	RC-029	17
Fingerprint Technician	15204	RC-029	12
Fire Prevention Inspector I	15316	RC-029	15
Fire Prevention Inspector II	15317	RC-029	18
Guard I	17681	RC-029	05
Guard II	17682	RC-029	08
Guard III	17683	RC-029	11
Licensing Assistant	23568	RC-029	07
Licensing Investigator I	23571	RC-029	11
Licensing Investigator II	23572	RC-029	14
Licensing Investigator III	23573	RC-029	15
Licensing Investigator IV	23574	RC-029	17
Liquor Control Special Agent I	23751	RC-029	14
Motorist Assistance Specialist	28490	RC-029	07
Plant and Pesticide Specialist I	32501	RC-029	16
Plant and Pesticide Specialist II	32502	RC-029	18
Plumbing Inspector	32915	RC-029	19

Police Officer I	32981	RC-029	16
Police Officer II	32982	RC-029	18
Police Officer III	32983	RC-029	20
Polygraph Examiner I	33001	RC-029	18
Polygraph Examiner II	33002	RC-029	20
Polygraph Examiner III	33003	RC-029	22
Products and Standards Inspector	34603	RC-029	14
Security Officer	39870	RC-029	12
Security Officer Sergeant	39877	RC-029	13
Seed Analyst I	39951	RC-029	11
Seed Analyst II	39952	RC-029	12
Site Security Officer	41115	RC-029	08
Truck Weighing Inspector	46100	RC-029	11
Vehicle Compliance Inspector	47570	RC-029	16
Vehicle Emissions Compliance Inspector	47580	RC-029	12
Vehicle Emissions Quality Assurance Auditor	47584	RC-029	13
Vital Records Quality Control Inspector	48000	RC-029	12
Warehouse Claims Specialist	48780	RC-029	19
Warehouse Examiner	48881	RC-029	15
Warehouse Examiner Specialist	48882	RC-029	17
Well Inspector I	49421	RC-029	14
Well Inspector II	49422	RC-029	17

Effective July 1, 2005
Bargaining Unit: RC-029

Pay Grade	Pay Plan Code	S T E P S							
		1	2	3	4	5	6	7	8
04	B	2161	2217	2268	2332	2383	2485	2526	2601
04H	B	12.42							
05	B	2220	2280	2339	2395	2453	2554	2598	2675
07	B	2344	2412	2481	2548	2618	2738	2786	2868
08	B	2417	2490	2568	2638	2713	2842	2892	2977
10	B	2587	2664	2752	2839	2927	3076	3132	3226
11	B	2676	2763	2862	2957	3049	3210	3272	3370

12	B	2790	2883	2990	3088	3202	3374	3438	3541
12	Q	2885	2980	3096	3200	3318	3498	3568	3674
13	B	2896	3006	3119	3233	3353	3540	3610	3718
13	Q	2995	3112	3233	3351	3475	3673	3745	3858
14	B	3024	3142	3279	3399	3528	3733	3809	3923
15	B	3161	3292	3421	3561	3693	3915	3992	4112
15	Q	3275	3412	3549	3696	3832	4062	4140	4265
16	B	3313	3458	3603	3753	3903	4133	4217	4344
16	Q	3588	3739	3892	4049	4289	4376	4464	4598
17	B	3475	3635	3789	3942	4102	4347	4434	4568
18	B	3664	3835	4009	4173	4340	4599	4690	4831
18	Q	3979	4161	4332	4503	4772	4867	4964	5113
18.5	B	3684	3872	4055	4244	4421	4606	4885	5032
19	B	3872	4055	4244	4421	4606	4885	4981	5131
19	Q	4111	4292	4463	4635	4903	4998	5096	5245
20	B	4090	4280	4483	4678	4871	5167	5270	5428
20	Q	4243	4442	4652	4852	5054	5363	5468	5633
22	B	4572	4795	5022	5254	5473	5813	5929	6107
22	Q	4743	4977	5210	5451	5679	6031	6153	6337
25	B	5166	5437	5698	5961	6230	6620	6753	6956

Note: The Step 8 rate shall be increased by \$50 per month for those employees (non-sworn) who attain 15 years of service and have 3 or more years of creditable service on Step 8 in the same pay grade.

The Arson Investigator I, II, Commerce Commission Police Officer I, II, Police Officer I, II and III shall be placed in a longevity schedule receiving a salary increase of an additional \$50 per month upon reaching 10 years, 13 years, 15 years and 17 years of service in the same classification series; and after reaching 17 years of service in the same classification series, an increase of an additional \$75 per month shall be granted.

January 1, 2006
Bargaining Unit: RC-029

Pay Grade	Pay Plan Code	S T E P S							
		1	2	3	4	5	6	7	8
04	B	2226	2284	2336	2402	2454	2560	2602	2679
04H	B	12.79							
05	B	2287	2348	2409	2467	2527	2631	2676	2755
07	B	2414	2484	2555	2624	2697	2820	2870	2954
08	B	2490	2565	2645	2717	2794	2927	2979	3066
10	B	2665	2744	2835	2924	3015	3168	3226	3323
11	B	2756	2846	2948	3046	3140	3306	3370	3471
12	B	2874	2969	3080	3181	3298	3475	3541	3647
12	Q	2993	3092	3212	3320	3442	3629	3702	3812
13	B	2983	3096	3213	3330	3454	3646	3718	3830
13	Q	3107	3229	3354	3477	3605	3811	3885	4003
14	B	3115	3236	3377	3501	3634	3845	3923	4041
15	B	3256	3391	3524	3668	3804	4032	4112	4235
15	Q	3398	3540	3682	3835	3976	4214	4295	4425
16	B	3412	3562	3711	3866	4020	4257	4344	4474
16	Q	3723	3879	4038	4201	4450	4540	4631	4770

17	B	3579	3744	3903	4060	4225	4477	4567	4705
18	B	3774	3950	4129	4298	4470	4737	4831	4976
18	Q	4128	4317	4494	4672	4951	5050	5150	5305
18.5	B	3795	3988	4177	4371	4554	4744	5032	5183
19	B	3988	4177	4371	4554	4744	5032	5130	5285
19	Q	4265	4453	4630	4809	5087	5185	5287	5442
20	B	4213	4408	4617	4818	5017	5322	5428	5591
20	Q	4402	4609	4826	5034	5244	5564	5673	5844
22	B	4709	4939	5173	5412	5637	5987	6107	6290
22	Q	4921	5164	5405	5655	5892	6257	6384	6575
25	B	5321	5600	5869	6140	6417	6819	6956	7165

Note: The Step 8 rate shall be increased by \$50 per month for those employees (non-sworn) who attain 15 years of service and have 3 or more years of creditable service on Step 8 in the same pay grade.

The Arson Investigator I, II, Commerce Commission Police Officer I, II, Police Officer I, II and III shall be placed in a longevity schedule receiving a salary increase of an additional \$50 per month upon reaching 10 years, 13 years, 15 years and 17 years of service in the same classification series; and after reaching 17 years of service in the same classification series, an increase of an additional \$75 per month shall be granted.

(Source: Amended at 29 Ill. Reg. 19551, effective November 21, 2005)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE Q RC-033 (Meat Inspectors, IFPE)

Effective July 1, 2005

	S T E P S						
	1	2	3	4	5	6	7
Meat and Poultry Inspector	2964	3092	3217	3339	3468	3663	3737
Meat and Poultry Inspector Trainee	2514	2605	2704	2801	2900	3062	3121

Effective January 1, 2006

	S T E P S						
	1	2	3	4	5	6	7
Meat and Poultry Inspector	3053	3185	3314	3439	3572	3773	3849
Meat and Poultry Inspector Trainee	2589	2683	2785	2885	2987	3154	3215

(Source: Amended at 29 Ill. Reg. 9319, effective July 1, 2005)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE R RC-042 (Residual Maintenance Workers, AFSCME)**

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Building/Grounds Laborer	05598	RC-042	01
Building/Grounds Lead I	05601	RC-042	04
Building/Grounds Lead II	05602	RC-042	05
Building/Grounds Maintenance Worker	05613	RC-042	02
Building/Grounds Supervisor	05605	RC-042	07
Intermittent Laborer (Maintenance) (Hourly)	21687	RC-042	01H
Race Track Maintainer I	37551	RC-042	03
Race Track Maintainer II	37552	RC-042	06
Refrigeration & Air Conditioning Repairer	38119	RC-042	07

Effective July 1, 2005
Bargaining Unit: RC-042

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
01	B	2316	2374	2525	2588	2676	2763	2862	2957	3049	3210	3307
01	Q	2391	2449	2606	2672	2767	2858	2960	3059	3157	3326	3426
01	S	2444	2504	2660	2726	2823	2913	3016	3117	3217	3386	3488
01H	B	14.20	14.55	15.48	15.87	16.40	16.94	17.54	18.13	18.69	19.68	20.27
01H	Q	14.66	15.01	15.98	16.38	16.96	17.52	18.15	18.75	19.35	20.39	21.00
01H	S	14.98	15.35	16.31	16.71	17.31	17.86	18.49	19.11	19.72	20.76	21.38
02	B	2480	2541	2623	2691	2790	2883	2990	3088	3202	3374	3475
02	Q	2559	2623	2710	2782	2885	2980	3096	3200	3318	3498	3603
02	S	2614	2678	2765	2837	2941	3038	3155	3261	3379	3560	3667

03	B	2516	2581	2721	2793	2896	3006	3119	3233	3353	3540	3647
03	Q	2599	2664	2813	2888	2995	3112	3233	3351	3475	3673	3783
03	S	2653	2718	2869	2944	3052	3171	3294	3412	3538	3736	3848
04	B	2531	2594	2721	2793	2896	3006	3119	3233	3353	3540	3647
04	Q	2613	2679	2813	2888	2995	3112	3233	3351	3475	3673	3783
04	S	2666	2733	2869	2944	3052	3171	3294	3412	3538	3736	3848
05	B	2703	2774	2949	3028	3161	3292	3421	3561	3693	3915	4033
05	Q	2795	2868	3051	3135	3275	3412	3549	3696	3832	4062	4183
05	S	2851	2924	3109	3196	3336	3471	3613	3758	3893	4124	4247
06	B	2787	2860	2949	3028	3161	3292	3421	3561	3693	3915	4033
06	Q	2882	2958	3051	3135	3275	3412	3549	3696	3832	4062	4183
06	S	2938	3014	3109	3196	3336	3471	3613	3758	3893	4124	4247
07	B	2819	2895	2949	3028	3161	3292	3421	3561	3693	3915	4033
07	Q	2916	2994	3051	3135	3275	3412	3549	3696	3832	4062	4183
07	S	2972	3051	3109	3196	3336	3471	3613	3758	3893	4124	4247

Effective January 1, 2006
Bargaining Unit: RC-042

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
01	B	2385	2445	2601	2666	2756	2846	2948	3046	3140	3306	3406
01	Q	2481	2541	2704	2772	2871	2965	3071	3174	3275	3451	3554
01	S	2536	2598	2760	2828	2929	3022	3129	3234	3338	3513	3619
01H	B	14.62	14.99	15.94	16.34	16.90	17.45	18.07	18.67	19.25	20.27	20.88
01H	Q	15.21	15.58	16.58	16.99	17.60	18.18	18.83	19.46	20.08	21.16	21.79
01H	S	15.55	15.93	16.92	17.34	17.96	18.53	19.18	19.83	20.46	21.54	22.19
02	B	2554	2617	2702	2772	2874	2969	3080	3181	3298	3475	3579
02	Q	2655	2721	2812	2886	2993	3092	3212	3320	3442	3629	3738
02	S	2712	2778	2869	2943	3051	3152	3273	3383	3506	3694	3805

03	B	2591	2658	2803	2877	2983	3096	3213	3330	3454	3646	3756
03	Q	2696	2764	2918	2996	3107	3229	3354	3477	3605	3811	3925
03	S	2752	2820	2977	3054	3166	3290	3418	3540	3671	3876	3992
04	B	2607	2672	2803	2877	2983	3096	3213	3330	3454	3646	3756
04	Q	2711	2779	2918	2996	3107	3229	3354	3477	3605	3811	3925
04	S	2766	2835	2977	3054	3166	3290	3418	3540	3671	3876	3992
05	B	2784	2857	3037	3119	3256	3391	3524	3668	3804	4032	4154
05	Q	2900	2976	3165	3253	3398	3540	3682	3835	3976	4214	4340
05	S	2958	3034	3226	3316	3461	3601	3748	3899	4039	4279	4406
06	B	2871	2946	3037	3119	3256	3391	3524	3668	3804	4032	4154
06	Q	2990	3069	3165	3253	3398	3540	3682	3835	3976	4214	4340
06	S	3048	3127	3226	3316	3461	3601	3748	3899	4039	4279	4406
07	B	2904	2982	3037	3119	3256	3391	3524	3668	3804	4032	4154
07	Q	3025	3106	3165	3253	3398	3540	3682	3835	3976	4214	4340
07	S	3083	3165	3226	3316	3461	3601	3748	3899	4039	4279	4406

(Source: Amended at 29 Ill. Reg. 19551, effective November 21, 2005)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE S HR-012 (Fair Employment Practices Employees, SEIU) (Repealed)

(Source: Repealed by peremptory rulemaking at 25 Ill. Reg. 8009, effective June 14, 2001)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE T HR-010 (Teachers of Deaf, IFT)

Title	Title Code	Bargaining Unit	Pay Plan Code
Educator	13100	HR-010	N

Effective August 16, 2005

STEP

Lane Educational Level	1	2	3	4	5	6	7	8
1 BA	2505	2643	2786	2926	3076	3219	3531	3637
2 BA + 8 Hours	2584	2723	2873	3022	3178	3328	3647	3756
3 BA + 16 Hours	2651	2807	2964	3119	3269	3433	3765	3878
4 BA + 24 Hours	2725	2890	3052	3214	3380	3541	3886	4002
5 MA	2809	2972	3139	3310	3481	3645	4001	4121
6 MA + 16 Hours	2875	3041	3209	3379	3552	3717	4078	4201
7 MA + 32 Hours	2963	3128	3298	3470	3644	3811	4178	4303

Effective January 1, 2006

STEP

Lane Educational Level	1	2	3	4	5	6	7	8
1 BA	2580	2722	2870	3014	3168	3316	3637	3746
2 BA + 8 Hours	2662	2805	2959	3113	3273	3428	3756	3869
3 BA + 16 Hours	2731	2891	3053	3213	3367	3536	3878	3994
4 BA + 24 Hours	2807	2977	3144	3310	3481	3647	4003	4122
5 MA	2893	3061	3233	3409	3585	3754	4121	4245
6 MA + 16 Hours	2961	3132	3305	3480	3659	3829	4200	4327
7 MA + 32 Hours	3052	3222	3397	3574	3753	3925	4303	4432

NOTE: Bilingual Pay - For positions for which job descriptions require the use of sign language, or which require the employee to be bilingual, bilingual pay is paid on a percentage scale based on the sign communication proficiency interview (SCPI) test. An employee is paid the following percentage of the employee's monthly base salary depending on the skill level that the employee achieved on the SCPI test and paid monthly as bilingual pay in addition to the base salary:

- 1% Survival
- 2% Survival Plus
- 3% Intermediate
- 4% Intermediate Plus
- 5% Advanced

(Source: Amended at 30 Ill. Reg. 7857, effective April 17, 2006)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE U HR-010 (Teachers of Deaf, Extracurricular Paid Activities)**

Title	Title Code	Bargaining Unit	Pay Plan Code
Educator	13100	HR-010	N

**Extracurricular Activities Pay Schedule
Effective August 16, 2005****Classification I Per Year****High School Head Coaches:**

Basketball - Boys	2907
Basketball - Girls	2907
Football	2907
Track - Boys	2907
Track - Girls	2907
Volleyball	2907
Wrestling	2907

Other Activities:

Junior Class Sponsors	2907
Senior Class Sponsors	2907

Classification II Per Year**High School Assistant Coaches:**

Basketball - Boys	1835
Basketball - Girls	1835
Football	1835
Track - Boys	1835
Track - Girls	1835
Volleyball	1835
Wrestling	1835

Junior High School Head Coaches:

7th Grade Basketball - Boys	1835
8th Grade Basketball - Boys	1835
7th Grade Basketball - Girls	1835
8th Grade Basketball - Girls	1835
Track - Boys	1835
Track - Girls	1835
Volleyball	1835
Wrestling	1835
Football	1835

Cheerleading Sponsor:

High School Basketball	1835
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Classification III**Per Year****High School Assistant Coaches:**

Track - Boys	1156
Track - Girls	1156

Junior High School Assistant Coaches:

Track - Boys	1156
Track - Girls	1156
Volleyball	1156
Wrestling	1156

Cheerleading Sponsors:

Football Cheerleading Sponsor	1156
Jr. High School Cheerleading Sponsor	1156

Other Activities:

High School Lunchroom Supervisors	1156
Jr. High School Lunchroom Supervisors	1156

Classification V**Per Year****Special Olympics Coaches:**

Volleyball	677
Basketball	677
Student Body Government	677

Scorekeepers and Timers	Per Event
Basketball Scorer	40
Basketball Timer	40
Football Scorer	40
Football Timer	40
Wrestling Scorer	40
Wrestling Timer	40
Volleyball Scorer	34
Volleyball Timer	34
Ticket Sellers	29
Football Chain Crew	24

(Source: Amended at 30 Ill. Reg. 7857, effective April 17, 2006)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE V CU-500 (Corrections Meet and Confer Employees)

Effective July 1, 2005
Bargaining Unit: CU-500

Title	Title Code	Pay Plan Code	S T E P S										
			1c	1b	1a	1	2	3	4	5	6	7	8
Correctional Casework Supervisor	09655	Q	3762	3873	3987	4104	4306	4505	4716	4917	5117	5424	5588
Correctional Casework Supervisor	09655	S	3824	3933	4049	4167	4370	4571	4780	4981	5180	5488	5652
Correctional Lieutenant	09673	Q	3564	3668	3777	3887	4083	4270	4467	4652	4845	5133	5287
Correctional Lieutenant	09673	S	3626	3729	3839	3950	4143	4333	4530	4714	4907	5196	5352
Corrections Clerk III	09773	Q	3081	3167	3257	3349	3497	3653	3805	3957	4117	4351	4483
Corrections Clerk III	09773	S	3139	3227	3317	3409	3559	3714	3866	4018	4178	4415	4546
Corrections Food Service Supervisor III	09795	Q	3385	3481	3585	3690	3867	4043	4224	4394	4570	4836	4981
Corrections Food Service Supervisor III	09795	S	3446	3545	3648	3753	3929	4106	4286	4457	4630	4900	5046

Corrections Identification Supervisor	09800	Q	3222	3313	3407	3506	3670	3837	3995	4157	4322	4576	4713
Corrections Identification Supervisor	09800	S	3282	3374	3467	3569	3733	3898	4058	4219	4383	4638	4777
Corrections Industry Supervisor	09807	Q	3385	3481	3585	3690	3867	4043	4224	4394	4570	4836	4981
Corrections Industry Supervisor	09807	S	3446	3545	3648	3753	3929	4106	4286	4457	4630	4900	5046
Corrections Laundry Manager II	09809	Q	3222	3313	3407	3506	3670	3837	3995	4157	4322	4576	4713
Corrections Laundry Manager II	09809	S	3282	3374	3467	3569	3733	3898	4058	4219	4383	4638	4777
Corrections Maintenance Supervisor	09822	Q	3081	3167	3257	3349	3497	3653	3805	3957	4117	4351	4483
Corrections Maintenance Supervisor	09822	S	3139	3227	3317	3409	3559	3714	3866	4018	4178	4415	4546
Corrections Residence Counselor II	09838	Q	3222	3313	3407	3506	3670	3837	3995	4157	4322	4576	4713
Corrections Supply Supervisor III	09863	Q	3385	3481	3585	3690	3867	4043	4224	4394	4570	4836	4981
Corrections Supply Supervisor III	09863	S	3446	3545	3648	3753	3929	4106	4286	4457	4630	4900	5046
Property and Supply Clerk III	34793	Q	2306	2360	2417	2475	2552	2627	2709	2783	2864	2996	3086
Storekeeper III	43053	Q	2727	2798	2870	2946	3054	3173	3296	3413	3539	3737	3849
Youth Supervisor IV	49914	Q	3564	3668	3777	3887	4083	4270	4467	4652	4845	5133	5287
Youth Supervisor IV	49914	S	3626	3729	3839	3950	4143	4333	4530	4714	4907	5196	5352

Effective January 1, 2006
Bargaining Unit: CU-500

Title	Title Code	Pay Plan Code	S T E P S										
			1c	1b	1a	1	2	3	4	5	6	7	8
Correctional Casework Supervisor	09655	Q	3903	4018	4137	4258	4467	4674	4893	5101	5309	5627	5798
Correctional Casework Supervisor	09655	S	3967	4080	4201	4323	4534	4742	4959	5168	5374	5694	5864
Correctional Lieutenant	09673	Q	3698	3806	3919	4033	4236	4430	4635	4826	5027	5325	5485
Correctional Lieutenant	09673	S	3762	3869	3983	4098	4298	4495	4700	4891	5091	5391	5553
Corrections Clerk III	09773	Q	3197	3286	3379	3475	3628	3790	3948	4105	4271	4514	4651
Corrections Clerk III	09773	S	3257	3348	3441	3537	3692	3853	4011	4169	4335	4581	4716
Corrections Food Service Supervisor III	09795	Q	3512	3612	3719	3828	4012	4195	4382	4559	4741	5017	5168
Corrections Food Service Supervisor III	09795	S	3575	3678	3785	3894	4076	4260	4447	4624	4804	5084	5235
Corrections Identification Supervisor	09800	Q	3343	3437	3535	3637	3808	3981	4145	4313	4484	4748	4890
Corrections Identification Supervisor	09800	S	3405	3501	3597	3703	3873	4044	4210	4377	4547	4812	4956
Corrections Industry Supervisor	09807	Q	3512	3612	3719	3828	4012	4195	4382	4559	4741	5017	5168
Corrections Industry Supervisor	09807	S	3575	3678	3785	3894	4076	4260	4447	4624	4804	5084	5235
Corrections Laundry Manager II	09809	Q	3343	3437	3535	3637	3808	3981	4145	4313	4484	4748	4890
Corrections Laundry Manager II	09809	S	3405	3501	3597	3703	3873	4044	4210	4377	4547	4812	4956
Corrections Maintenance Supervisor	09822	Q	3197	3286	3379	3475	3628	3790	3948	4105	4271	4514	4651
Corrections Maintenance Supervisor	09822	S	3257	3348	3441	3537	3692	3853	4011	4169	4335	4581	4716

Corrections Residence Counselor II	09838	Q	3343	3437	3535	3637	3808	3981	4145	4313	4484	4748	4890
Corrections Supply Supervisor III	09863	Q	3512	3612	3719	3828	4012	4195	4382	4559	4741	5017	5168
Corrections Supply Supervisor III	09863	S	3575	3678	3785	3894	4076	4260	4447	4624	4804	5084	5235
Property and Supply Clerk III	34793	Q	2392	2449	2508	2568	2648	2726	2811	2887	2971	3108	3202
Storekeeper III	43053	Q	2829	2903	2978	3056	3169	3292	3420	3541	3672	3877	3993
Youth Supervisor IV	49914	Q	3698	3806	3919	4033	4236	4430	4635	4826	5027	5325	5485
Youth Supervisor IV	49914	S	3762	3869	3983	4098	4298	4495	4700	4891	5091	5391	5553

(Source: Amended at 29 Ill. Reg. 19551, effective November 21, 2005)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE W RC-062 (Technical Employees, AFSCME)

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Accountant	00130	RC-062	14
Accountant Advanced	00133	RC-062	16
Accounting and Fiscal Administration Career Trainee	00140	RC-062	12
Activity Therapist	00157	RC-062	15
Activity Therapist Coordinator	00160	RC-062	17
Actuarial Assistant	00187	RC-062	16
Actuarial Examiner	00195	RC-062	16
Actuarial Examiner Trainee	00196	RC-062	13
Actuarial Senior Examiner	00197	RC-062	19
Actuary I	00201	RC-062	20
Actuary II	00202	RC-062	24
Agricultural Market News Assistant	00804	RC-062	12
Agricultural Marketing Generalist	00805	RC-062	14
Agricultural Marketing Reporter	00807	RC-062	18
Agricultural Marketing Representative	00810	RC-062	18

Agriculture Land and Water Resource Specialist I	00831	RC-062	14
Agriculture Land and Water Resource Specialist II	00832	RC-062	17
Agriculture Land and Water Resource Specialist III	00833	RC-062	20
Aircraft Pilot I	00955	RC-062	19
Aircraft Pilot II	00956	RC-062	22
Aircraft Pilot II – Dual Rating	00957	RC-062	23
Appraisal Specialist I	01251	RC-062	14
Appraisal Specialist II	01252	RC-062	16
Appraisal Specialist III	01253	RC-062	18
Arts Council Associate	01523	RC-062	12
Arts Council Program Coordinator	01526	RC-062	18
Arts Council Program Representative	01527	RC-062	15
Assignment Coordinator	01530	RC-062	20
Bank Examiner I	04131	RC-062	16
Bank Examiner II	04132	RC-062	19
Bank Examiner III	04133	RC-062	22
Behavioral Analyst Associate	04355	RC-062	15
Behavioral Analyst I	04351	RC-062	17
Behavioral Analyst II	04352	RC-062	19
Business Administrative Specialist	05810	RC-062	16
Buyer	05900	RC-062	18
Capital Development Board Account Technician	06515	RC-062	11
Capital Development Board Art in Architecture Technician	06533	RC-062	12
Capital Development Board Construction Support Analyst	06520	RC-062	11
Capital Development Board Project Technician	06530	RC-062	12
Chemist I	06941	RC-062	16
Chemist II	06942	RC-062	19
Chemist III	06943	RC-062	21
Child Protection Advanced Specialist	07161	RC-062	19
Child Protection Associate Specialist	07162	RC-062	16
Child Protection Specialist	07163	RC-062	18
Child Welfare Associate Specialist	07216	RC-062	16
Child Welfare Staff Development Coordinator I	07201	RC-062	17

Child Welfare Staff Development Coordinator II	07202	RC-062	19
Child Welfare Staff Development Coordinator III	07203	RC-062	20
Child Welfare Staff Development Coordinator IV	07204	RC-062	22
Children and Family Service Intern – Option 1	07241	RC-062	12
Children and Family Service Intern – Option 2	07242	RC-062	15
Clinical Laboratory Technologist I	08220	RC-062	18
Clinical Laboratory Technologist II	08221	RC-062	19
Clinical Laboratory Technologist Trainee	08229	RC-062	14
Communications Systems Specialist	08860	RC-062	23
Community Management Specialist I	08891	RC-062	15
Community Management Specialist II	08892	RC-062	17
Community Management Specialist III	08893	RC-062	19
Community Planner I	08901	RC-062	15
Community Planner II	08902	RC-062	17
Community Planner III	08903	RC-062	19
Conservation Education Representative	09300	RC-062	12
Conservation Grant Administrator I	09311	RC-062	18
Conservation Grant Administrator II	09312	RC-062	20
Conservation Grant Administrator III	09313	RC-062	22
Construction Program Assistant	09525	RC-062	12
Correctional Counselor I	09661	RC-062	15
Correctional Counselor II	09662	RC-062	17
Correctional Counselor III	09663	RC-062	19
Corrections Academy Trainer	09732	RC-062	17
Corrections Apprehension Specialist	09750	RC-062	19
Corrections Industries Marketing Representative	09803	RC-062	17
Corrections Leisure Activities Specialist I	09811	RC-062	15
Corrections Leisure Activities Specialist II	09812	RC-062	17
Corrections Leisure Activities Specialist III	09813	RC-062	19
Corrections Parole Agent	09842	RC-062	17
Corrections Senior Parole Agent	09844	RC-062	19
Criminal Intelligence Analyst I	10161	RC-062	18
Criminal Intelligence Analyst II	10162	RC-062	20
Criminal Intelligence Analyst Specialist	10165	RC-062	22
Criminal Justice Specialist I	10231	RC-062	16
Criminal Justice Specialist II	10232	RC-062	20

Criminal Justice Specialist Trainee	10236	RC-062	13
Curator of the Lincoln Collection	10750	RC-062	16
Day Care Licensing Representative I	11471	RC-062	16
Developmental Disabilities Council Program Planner I	12361	RC-062	12
Developmental Disabilities Council Program Planner II	12362	RC-062	16
Developmental Disabilities Council Program Planner III	12363	RC-062	18
Dietitian	12510	RC-062	15
Disability Appeals Officer	12530	RC-062	22
Disability Claims Adjudicator I	12537	RC-062	16
Disability Claims Adjudicator II	12538	RC-062	18
Disability Claims Adjudicator Trainee	12539	RC-062	13
Disability Claims Analyst	12540	RC-062	20
Disability Claims Specialist	12558	RC-062	19
Disaster Services Planner	12585	RC-062	19
Document Examiner	12640	RC-062	22
Educator – Provisional	13105	RC-062	12
Employment Security Manpower Representative I	13621	RC-062	12
Employment Security Manpower Representative II	13622	RC-062	14
Employment Security Program Representative	13650	RC-062	14
Employment Security Program Representative – Intermittent	13651	RC-062	14H
Employment Security Service Representative	13667	RC-062	16
Employment Security Specialist I	13671	RC-062	14
Employment Security Specialist II	13672	RC-062	16
Employment Security Specialist III	13673	RC-062	19
Employment Security Tax Auditor I	13681	RC-062	17
Employment Security Tax Auditor II	13682	RC-062	19
Energy and Natural Resources Specialist I	13711	RC-062	15
Energy and Natural Resources Specialist II	13712	RC-062	17
Energy and Natural Resources Specialist III	13713	RC-062	19
Energy and Natural Resources Specialist Trainee	13715	RC-062	12
Environmental Health Specialist I	13768	RC-062	14
Environmental Health Specialist II	13769	RC-062	16
Environmental Health Specialist III	13770	RC-062	18
Environmental Protection Associate	13785	RC-062	12

Environmental Protection Specialist I	13821	RC-062	14
Environmental Protection Specialist II	13822	RC-062	16
Environmental Protection Specialist III	13823	RC-062	18
Environmental Protection Specialist IV	13824	RC-062	22
Equal Pay Specialist	13837	RC-062	17
Financial Institutions Examiner I	14971	RC-062	16
Financial Institutions Examiner II	14972	RC-062	19
Financial Institutions Examiner III	14973	RC-062	22
Financial Institutions Examiner Trainee	14978	RC-062	13
Flight Safety Coordinator	15640	RC-062	22
Forensic Scientist I	15891	RC-062	18
Forensic Scientist II	15892	RC-062	20
Forensic Scientist III	15893	RC-062	22
Forensic Scientist Trainee	15897	RC-062	15
Guardianship Representative	17710	RC-062	17
Habilitation Program Coordinator	17960	RC-062	17
Handicapped Services Representative I	17981	RC-062	11
Health Facilities Surveyor I	18011	RC-062	16
Health Facilities Surveyor II	18012	RC-062	19
Health Facilities Surveyor III	18013	RC-062	20
Health Services Investigator I – Opt. A	18181	RC-062	19
Health Services Investigator I – Opt. B	18182	RC-062	20
Health Services Investigator II – Opt. A	18185	RC-062	22
Health Services Investigator II – Opt. B	18186	RC-062	22
Health Services Investigator II – Opt. C	18187	RC-062	25
Health Services Investigator II – Opt. D	18188	RC-062	25
Historical Documents Conservator I	18981	RC-062	13
Historical Exhibits Designer	18985	RC-062	15
Historical Research Editor II	19002	RC-062	14
Human Relations Representative	19670	RC-062	16
Human Rights Investigator I	19774	RC-062	15
Human Rights Investigator II	19775	RC-062	17
Human Rights Investigator III	19776	RC-062	18
Human Rights Specialist I	19778	RC-062	14
Human Rights Specialist II	19779	RC-062	16
Human Rights Specialist III	19780	RC-062	18
Human Services Caseworker	19785	RC-062	16
Human Services Grants Coordinator I	19791	RC-062	14
Human Services Grants Coordinator II	19792	RC-062	17
Human Services Grants Coordinator III	19793	RC-062	20
Human Services Grants Coordinator Trainee	19796	RC-062	12
Human Services Sign Language Interpreter	19810	RC-062	16

Iconographer	19880	RC-062	12
Industrial Services Consultant I	21121	RC-062	14
Industrial Services Consultant II	21122	RC-062	16
Industrial Services Consultant Trainee	21125	RC-062	11
Industrial Services Hygienist	21127	RC-062	19
Industrial Services Hygienist Technician	21130	RC-062	16
Industrial Services Hygienist Trainee	21133	RC-062	12
Information Technology/Communication Systems Specialist I	21216	RC-062	19
Information Technology/Communication Systems Specialist II	21217	RC-062	24
Instrument Designer	21500	RC-062	18
Insurance Analyst III	21563	RC-062	14
Insurance Analyst IV	21564	RC-062	16
Insurance Company Claims Examiner II	21602	RC-062	19
Insurance Company Field Staff Examiner	21608	RC-062	16
Insurance Company Financial Examiner Trainee	21610	RC-062	13
Insurance Performance Examiner I	21671	RC-062	14
Insurance Performance Examiner II	21672	RC-062	16
Insurance Performance Examiner III	21673	RC-062	20
Intermittent Unemployment Insurance Representative	21689	RC-062	12H
Internal Auditor I	21721	RC-062	17
Labor Conciliator	22750	RC-062	20
Laboratory Equipment Specialist	22990	RC-062	18
Laboratory Quality Specialist I	23021	RC-062	19
Laboratory Quality Specialist II	23022	RC-062	21
Laboratory Research Specialist I	23027	RC-062	19
Laboratory Research Specialist II	23028	RC-062	21
Land Acquisition Agent I	23091	RC-062	15
Land Acquisition Agent II	23092	RC-062	18
Land Acquisition Agent III	23093	RC-062	21
Land Reclamation Specialist I	23131	RC-062	14
Land Reclamation Specialist II	23132	RC-062	17
Liability Claims Adjuster I	23371	RC-062	14
Library Associate	23430	RC-062	12
Life Sciences Career Trainee	23600	RC-062	12
Liquor Control Special Agent II	23752	RC-062	15
Local Historical Services Representative	24000	RC-062	17
Local Housing Advisor I	24031	RC-062	14
Local Housing Advisor II	24032	RC-062	16
Local Housing Advisor III	24033	RC-062	18

Local Revenue and Fiscal Advisor I	24101	RC-062	15
Local Revenue and Fiscal Advisor II	24102	RC-062	17
Local Revenue and Fiscal Advisor III	24103	RC-062	19
Lottery Sales Representative	24515	RC-062	16
Management Operations Analyst I	25541	RC-062	18
Management Operations Analyst II	25542	RC-062	20
Manpower Planner I	25591	RC-062	14
Manpower Planner II	25592	RC-062	17
Manpower Planner III	25593	RC-062	20
Manpower Planner Trainee	25597	RC-062	12
Medical Assistance Consultant I	26501	RC-062	13
Medical Assistance Consultant II	26502	RC-062	16
Medical Assistance Consultant III	26503	RC-062	19
Mental Health Specialist I	26924	RC-062	12
Mental Health Specialist II	26925	RC-062	14
Mental Health Specialist III	26926	RC-062	16
Mental Health Specialist Trainee	26928	RC-062	11
Meteorologist	27120	RC-062	18
Methods and Procedures Advisor I	27131	RC-062	14
Methods and Procedures Advisor II	27132	RC-062	16
Methods and Procedures Career Associate I	27135	RC-062	11
Methods and Procedures Career Associate II	27136	RC-062	12
Methods and Procedures Career Associate Trainee	27137	RC-062	09
Metrologist Associate	27146	RC-062	15
Microbiologist I	27151	RC-062	16
Microbiologist II	27152	RC-062	19
Natural Resources Advanced Specialist	28833	RC-062	20
Natural Resources Coordinator	28831	RC-062	15
Natural Resources Specialist	28832	RC-062	18
Oral Health Consultant	30317	RC-062	18
Paralegal Assistant	30860	RC-062	14
Police Training Specialist	32990	RC-062	17
Program Integrity Auditor I	34631	RC-062	16
Program Integrity Auditor II	34632	RC-062	19
Program Integrity Auditor Trainee	34635	RC-062	12
Property Consultant	34900	RC-062	15
Property Tax Analyst I	34921	RC-062	12
Property Tax Analyst II	34922	RC-062	14
Public Aid Appeals Advisor	35750	RC-062	18
Public Aid Family Support Specialist I	35841	RC-062	17
Public Aid Investigator	35870	RC-062	19

Public Aid Investigator Trainee	35874	RC-062	14
Public Aid Lead Casework Specialist	35880	RC-062	17
Public Aid Program Quality Analyst	35890	RC-062	19
Public Aid Quality Control Reviewer	35892	RC-062	17
Public Aid Staff Development Specialist I	36071	RC-062	15
Public Aid Staff Development Specialist II	36072	RC-062	17
Public Health Educator Associate	36434	RC-062	14
Public Health Program Specialist I	36611	RC-062	14
Public Health Program Specialist II	36612	RC-062	16
Public Health Program Specialist III	36613	RC-062	19
Public Health Program Specialist Trainee	36615	RC-062	12
Public Information Officer I	37001	RC-062	12
Public Information Officer II	37002	RC-062	14
Public Information Officer III	37003	RC-062	19
Public Information Officer IV	37004	RC-062	21
Public Safety Inspector	37007	RC-062	16
Public Safety Inspector Trainee	37010	RC-062	10
Railroad Safety Specialist I	37601	RC-062	19
Railroad Safety Specialist II	37602	RC-062	21
Railroad Safety Specialist III	37603	RC-062	23
Railroad Safety Specialist IV	37604	RC-062	25
Real Estate Investigator	37730	RC-062	19
Real Estate Professions Examiner	37760	RC-062	22
Recreation Worker I	38001	RC-062	12
Recreation Worker II	38002	RC-062	14
Rehabilitation Counselor	38145	RC-062	17
Rehabilitation Counselor Senior	38158	RC-062	19
Rehabilitation Counselor Trainee	38159	RC-062	15
Rehabilitation Services Advisor I	38176	RC-062	20
Rehabilitation Workshop Supervisor I	38194	RC-062	12
Rehabilitation Workshop Supervisor II	38195	RC-062	14
Reimbursement Officer I	38199	RC-062	14
Reimbursement Officer II	38200	RC-062	16
Research Economist I	38207	RC-062	18
Research Scientist I	38231	RC-062	13
Research Scientist II	38232	RC-062	16
Research Scientist III	38233	RC-062	20
Resource Planner I	38281	RC-062	17
Resource Planner II	38282	RC-062	19
Resource Planner III	38283	RC-062	22
Revenue Auditor I (IL)	38371	RC-062	16
Revenue Auditor I (states other than IL, CA or NJ)	38371	RC-062	19

Revenue Auditor I (CA or NJ)	38371	RC-062	21
Revenue Auditor II (IL)	38372	RC-062	19
Revenue Auditor II (states other than IL, CA or NJ)	38372	RC-062	22
Revenue Auditor II (CA or NJ)	38372	RC-062	24
Revenue Auditor III (IL)	38373	RC-062	22
Revenue Auditor III (states other than IL, CA or NJ)	38373	RC-062	24
Revenue Auditor III (CA or NJ)	38373	RC-062	26
Revenue Auditor Trainee (IL)	38375	RC-062	12
Revenue Auditor Trainee (states other than IL, CA or NJ)	38375	RC-062	13
Revenue Auditor Trainee (CA or NJ)	38375	RC-062	15
Revenue Collection Officer I	38401	RC-062	15
Revenue Collection Officer II	38402	RC-062	17
Revenue Collection Officer III	38403	RC-062	19
Revenue Collection Officer Trainee	38405	RC-062	12
Revenue Computer Audit Specialist (IL)	38425	RC-062	23
Revenue Computer Audit Specialist (states other than IL, CA or NJ)	38425	RC-062	25
Revenue Computer Audit Specialist (CA or NJ)	38425	RC-062	27
Revenue Senior Special Agent	38557	RC-062	23
Revenue Special Agent	38558	RC-062	19
Revenue Special Agent Trainee	38565	RC-062	14
Revenue Tax Specialist I	38571	RC-062	12
Revenue Tax Specialist II	38572	RC-062	14
Revenue Tax Specialist III	38573	RC-062	17
Revenue Tax Specialist Trainee	38575	RC-062	10
Site Assistant Superintendent I	41071	RC-062	15
Site Assistant Superintendent II	41072	RC-062	17
Site Interpretive Coordinator	41093	RC-062	13
Site Services Specialist I	41117	RC-062	15
Site Services Specialist II	41118	RC-062	17
Social Service Consultant I	41301	RC-062	18
Social Service Consultant II	41302	RC-062	19
Social Service Program Planner I	41311	RC-062	15
Social Service Program Planner II	41312	RC-062	17
Social Service Program Planner III	41313	RC-062	20
Social Service Program Planner IV	41314	RC-062	22
Social Services Career Trainee	41320	RC-062	12
Social Worker I	41411	RC-062	16
Staff Development Specialist I	41771	RC-062	18

Staff Development Technician I	41781	RC-062	12
State Police Field Specialist I	42001	RC-062	18
State Police Field Specialist II	42002	RC-062	20
Statistical Research Specialist I	42741	RC-062	12
Statistical Research Specialist II	42742	RC-062	14
Statistical Research Specialist III	42743	RC-062	17
Storage Tank Safety Specialist	43005	RC-062	18
Telecommunications Specialist	45295	RC-062	15
Telecommunications Systems Analyst	45308	RC-062	17
Telecommunications Systems Technician I	45312	RC-062	10
Telecommunications Systems Technician II	45313	RC-062	13
Unemployment Insurance Adjudicator I	47001	RC-062	11
Unemployment Insurance Adjudicator II	47002	RC-062	13
Unemployment Insurance Adjudicator III	47003	RC-062	15
Unemployment Insurance Revenue Analyst I	47081	RC-062	15
Unemployment Insurance Revenue Analyst II	47082	RC-062	17
Unemployment Insurance Revenue Specialist	47087	RC-062	13
Unemployment Insurance Special Agent	47096	RC-062	18
Veterans Educational Specialist I	47681	RC-062	15
Veterans Educational Specialist II	47682	RC-062	17
Veterans Educational Specialist III	47683	RC-062	21
Veterans Employment Representative I	47701	RC-062	14
Veterans Employment Representative II	47702	RC-062	16
Volunteer Services Coordinator I	48481	RC-062	13
Volunteer Services Coordinator II	48482	RC-062	16
Volunteer Services Coordinator III	48483	RC-062	18
Wage Claims Specialist	48770	RC-062	09
Weatherization Specialist I	49101	RC-062	14
Weatherization Specialist II	49102	RC-062	17
Weatherization Specialist III	49103	RC-062	20
Weatherization Specialist Trainee	49105	RC-062	12

For the Revenue Auditor I, II and III, and Revenue Auditor Trainee position classification titles only – The pay grade assigned to the employee is based on the location of the position and the residence held by the employee. In the same position classification, the employee holding a position and residence outside the boundaries of the State of Illinois is assigned to a different pay grade than the pay grade assigned to the employee holding a position within the boundaries of the State of Illinois. The pay grade assigned to the employee holding a position located within the boundaries of the State of Illinois is the pay grade with the (IL) indication next to the position classification. The pay grade assigned to the employee holding the position located outside the boundaries of the State of Illinois is determined by the location of the employee's residence (e.g. IL, CA, NJ or a state other than IL, CA, or NJ). If the employee's residence moves to another state while the employee is in the same position located outside the boundaries of the State of Illinois, or moves into another position located outside the boundaries of the State of Illinois in the same position classification, the base salary may change depending on the location of the employee's new residence. If the employee remains in the position located outside the boundaries of the State of Illinois and moves residence from or into the boundaries of the State of Illinois, the base salary will change. In all cases, change in base salary shall be on a step for step basis (e.g. if the original base salary was on Step 5 in one pay grade, the new base salary will also be on Step 5 of the newly appropriate pay grade).

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Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
09	B	2248	2303	2359	2417	2493	2573	2652	2737	2818	2951	3039
09	Q	2321	2377	2436	2497	2574	2658	2740	2829	2914	3053	3145
09	S	2374	2432	2490	2550	2628	2712	2796	2886	2971	3111	3204
10	B	2319	2377	2436	2496	2587	2664	2752	2839	2927	3076	3169
10	Q	2394	2453	2514	2578	2671	2753	2845	2936	3027	3188	3282
10	S	2447	2507	2568	2631	2725	2809	2901	2991	3087	3248	3346
11	B	2403	2462	2525	2588	2676	2763	2862	2957	3049	3210	3307
11	Q	2481	2543	2606	2672	2767	2858	2960	3059	3157	3326	3426
11	S	2536	2597	2660	2726	2823	2913	3016	3117	3217	3386	3488
12	B	2497	2559	2623	2691	2790	2883	2990	3088	3202	3374	3475
12	Q	2579	2643	2710	2782	2885	2980	3096	3200	3318	3498	3603
12	S	2633	2697	2765	2837	2941	3038	3155	3261	3379	3560	3667

12H	B	15.37	15.75	16.14	16.56	17.17	17.74	18.40	19.00	19.70	20.76	21.38
12H	Q	15.87	16.26	16.68	17.12	17.75	18.34	19.05	19.69	20.42	21.53	22.17
12H	S	16.20	16.60	17.02	17.46	18.10	18.70	19.42	20.07	20.79	21.91	22.57
13	B	2588	2653	2721	2793	2896	3006	3119	3233	3353	3540	3647
13	Q	2672	2742	2813	2888	2995	3112	3233	3351	3475	3673	3783
13	S	2726	2797	2869	2944	3052	3171	3294	3412	3538	3736	3848
14	B	2693	2763	2838	2913	3024	3142	3279	3399	3528	3733	3845
14	Q	2784	2858	2935	3013	3131	3257	3399	3526	3661	3874	3990
14	S	2839	2913	2990	3071	3192	3317	3460	3587	3723	3935	4053
14H	B	16.57	17.00	17.46	17.93	18.61	19.34	20.18	20.92	21.71	22.97	23.66
14H	Q	17.13	17.59	18.06	18.54	19.27	20.04	20.92	21.70	22.53	23.84	24.55
14H	S	17.47	17.93	18.40	18.90	19.64	20.41	21.29	22.07	22.91	24.22	24.94
15	B	2797	2871	2949	3028	3161	3292	3421	3561	3693	3915	4033
15	Q	2893	2970	3051	3135	3275	3412	3549	3696	3832	4062	4183
15	S	2948	3025	3109	3196	3336	3471	3613	3758	3893	4124	4247
16	B	2921	3000	3082	3170	3313	3458	3603	3753	3903	4133	4257
16	Q	3021	3105	3194	3286	3433	3588	3739	3892	4049	4289	4418
16	S	3080	3165	3254	3347	3496	3652	3803	3956	4113	4350	4482
17	B	3051	3137	3227	3321	3475	3635	3789	3942	4102	4347	4477
17	Q	3160	3251	3346	3441	3606	3772	3930	4090	4256	4510	4646
17	S	3219	3312	3406	3504	3669	3836	3994	4153	4318	4574	4711
18	B	3207	3299	3394	3495	3664	3835	4009	4173	4340	4599	4738
18	Q	3323	3419	3520	3626	3805	3979	4161	4332	4503	4772	4915
18	S	3383	3479	3584	3687	3866	4042	4223	4393	4568	4834	4979
19	B	3375	3473	3576	3684	3872	4055	4244	4421	4606	4885	5032
19	J	3375	3473	3576	3684	3872	4055	4244	4421	4606	4885	5032
19	Q	3499	3603	3711	3822	4017	4204	4404	4587	4780	5068	5220
19	S	3561	3667	3775	3885	4081	4269	4466	4651	4843	5131	5285
20	B	3564	3672	3781	3893	4090	4280	4483	4678	4871	5167	5322
20	Q	3699	3809	3922	4039	4243	4442	4652	4852	5054	5363	5524
20	S	3760	3872	3985	4102	4305	4503	4714	4915	5116	5423	5587

21	B	3762	3876	3992	4110	4321	4530	4742	4958	5164	5486	5651
21	U	3762	3876	3992	4110	4321	4530	4742	4958	5164	5486	5651
21	Q	3904	4022	4140	4264	4485	4699	4920	5144	5359	5693	5864
21	S	3967	4084	4202	4329	4546	4762	4984	5207	5420	5755	5928
22	B	3976	4096	4220	4346	4572	4795	5022	5254	5473	5813	5987
22	Q	4126	4251	4378	4508	4743	4977	5210	5451	5679	6031	6213
22	S	4189	4312	4441	4573	4804	5039	5270	5513	5744	6095	6277
23	B	4220	4346	4476	4609	4853	5102	5345	5591	5834	6200	6386
23	Q	4378	4508	4643	4785	5037	5295	5544	5800	6053	6432	6625
23	S	4441	4573	4707	4846	5099	5357	5607	5863	6115	6494	6690
24	B	4489	4624	4762	4905	5166	5437	5698	5961	6230	6620	6819
24	J	4489	4624	4762	4905	5166	5437	5698	5961	6230	6620	6819
24	Q	4657	4797	4942	5092	5362	5640	5912	6184	6464	6870	7077
24	S	4721	4860	5004	5154	5422	5702	5974	6248	6527	6932	7139
25	B	4785	4929	5077	5229	5515	5806	6095	6385	6675	7104	7317
25	J	4785	4929	5077	5229	5515	5806	6095	6385	6675	7104	7317
25	Q	4964	5113	5266	5423	5722	6022	6324	6626	6926	7370	7591
25	S	5029	5175	5331	5487	5785	6084	6386	6687	6987	7433	7656
26	B	5057	5209	5366	5581	5885	6197	6512	6815	7121	7582	7809
26	U	5057	5209	5366	5581	5885	6197	6512	6815	7121	7582	7809
27	B	5346	5506	5672	5956	6280	6612	6948	7272	7598	8090	8332
27	U	5346	5506	5672	5956	6280	6612	6948	7272	7598	8090	8332

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Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
09	B	2315	2372	2430	2490	2568	2650	2732	2819	2903	3040	3130
09	Q	2408	2466	2527	2591	2671	2758	2843	2935	3023	3167	3263
09	S	2463	2523	2583	2646	2727	2814	2901	2994	3082	3228	3324

10	B	2389	2448	2509	2571	2665	2744	2835	2924	3015	3168	3264
10	Q	2484	2545	2608	2675	2771	2856	2952	3046	3141	3308	3405
10	S	2539	2601	2664	2730	2827	2914	3010	3103	3203	3370	3471
11	B	2475	2536	2601	2666	2756	2846	2948	3046	3140	3306	3406
11	Q	2574	2638	2704	2772	2871	2965	3071	3174	3275	3451	3554
11	S	2631	2694	2760	2828	2929	3022	3129	3234	3338	3513	3619
12	B	2572	2636	2702	2772	2874	2969	3080	3181	3298	3475	3579
12	Q	2676	2742	2812	2886	2993	3092	3212	3320	3442	3629	3738
12	S	2732	2798	2869	2943	3051	3152	3273	3383	3506	3694	3805
12H	B	15.83	16.22	16.63	17.06	17.69	18.27	18.95	19.58	20.30	21.38	22.02
12H	Q	16.47	16.87	17.30	17.76	18.42	19.03	19.77	20.43	21.18	22.33	23.00
12H	S	16.81	17.22	17.66	18.11	18.78	19.40	20.14	20.82	21.58	22.73	23.42
13	B	2666	2733	2803	2877	2983	3096	3213	3330	3454	3646	3756
13	Q	2772	2845	2918	2996	3107	3229	3354	3477	3605	3811	3925
13	S	2828	2902	2977	3054	3166	3290	3418	3540	3671	3876	3992
14	B	2774	2846	2923	3000	3115	3236	3377	3501	3634	3845	3960
14	Q	2888	2965	3045	3126	3248	3379	3526	3658	3798	4019	4140
14	S	2945	3022	3102	3186	3312	3441	3590	3722	3863	4083	4205
14H	B	17.07	17.51	17.99	18.46	19.17	19.91	20.78	21.54	22.36	23.66	24.37
14H	Q	17.77	18.25	18.74	19.24	19.99	20.79	21.70	22.51	23.37	24.73	25.48
14H	S	18.12	18.60	19.09	19.61	20.38	21.18	22.09	22.90	23.77	25.13	25.88
15	B	2881	2957	3037	3119	3256	3391	3524	3668	3804	4032	4154
15	Q	3001	3081	3165	3253	3398	3540	3682	3835	3976	4214	4340
15	S	3059	3138	3226	3316	3461	3601	3748	3899	4039	4279	4406
16	B	3009	3090	3174	3265	3412	3562	3711	3866	4020	4257	4385
16	Q	3134	3221	3314	3409	3562	3723	3879	4038	4201	4450	4584
16	S	3196	3284	3376	3473	3627	3789	3946	4104	4267	4513	4650
17	B	3143	3231	3324	3421	3579	3744	3903	4060	4225	4477	4611
17	Q	3279	3373	3471	3570	3741	3913	4077	4243	4416	4679	4820
17	S	3340	3436	3534	3635	3807	3980	4144	4309	4480	4746	4888

18	B	3303	3398	3496	3600	3774	3950	4129	4298	4470	4737	4880
18	Q	3448	3547	3652	3762	3948	4128	4317	4494	4672	4951	5099
18	S	3510	3609	3718	3825	4011	4194	4381	4558	4739	5015	5166
19	B	3476	3577	3683	3795	3988	4177	4371	4554	4744	5032	5183
19	J	3476	3577	3683	3795	3988	4177	4371	4554	4744	5032	5183
19	Q	3630	3738	3850	3965	4168	4362	4569	4759	4959	5258	5416
19	S	3695	3805	3917	4031	4234	4429	4633	4825	5025	5323	5483
20	B	3671	3782	3894	4010	4213	4408	4617	4818	5017	5322	5482
20	Q	3838	3952	4069	4190	4402	4609	4826	5034	5244	5564	5731
20	S	3901	4017	4134	4256	4466	4672	4891	5099	5308	5626	5797
21	B	3875	3992	4112	4233	4451	4666	4884	5107	5319	5651	5821
21	U	3875	3992	4112	4233	4451	4666	4884	5107	5319	5651	5821
21	Q	4050	4173	4295	4424	4653	4875	5105	5337	5560	5906	6084
21	S	4116	4237	4360	4491	4716	4941	5171	5402	5623	5971	6150
22	B	4095	4219	4347	4476	4709	4939	5173	5412	5637	5987	6167
22	Q	4281	4410	4542	4677	4921	5164	5405	5655	5892	6257	6446
22	S	4346	4474	4608	4744	4984	5228	5468	5720	5959	6324	6512
23	B	4347	4476	4610	4747	4999	5255	5505	5759	6009	6386	6578
23	Q	4542	4677	4817	4964	5226	5494	5752	6018	6280	6673	6873
23	S	4608	4744	4884	5028	5290	5558	5817	6083	6344	6738	6941
24	B	4624	4763	4905	5052	5321	5600	5869	6140	6417	6819	7024
24	J	4624	4763	4905	5052	5321	5600	5869	6140	6417	6819	7024
24	Q	4832	4977	5127	5283	5563	5852	6134	6416	6706	7128	7342
24	S	4898	5042	5192	5347	5625	5916	6198	6482	6772	7192	7407
25	B	4929	5077	5229	5386	5680	5980	6278	6577	6875	7317	7537
25	J	4929	5077	5229	5386	5680	5980	6278	6577	6875	7317	7537
25	Q	5150	5305	5463	5626	5937	6248	6561	6874	7186	7646	7876
25	S	5218	5369	5531	5693	6002	6312	6625	6938	7249	7712	7943
26	B	5209	5365	5527	5748	6062	6383	6707	7019	7335	7809	8043
26	U	5209	5365	5527	5748	6062	6383	6707	7019	7335	7809	8043
27	B	5506	5671	5842	6135	6468	6810	7156	7490	7826	8333	8582
27	U	5506	5671	5842	6135	6468	6810	7156	7490	7826	8333	8582

(Source: Peremptory amendment at 30 Ill. Reg. 5687, effective March 7, 2006)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE X RC-063 (Professional Employees, AFSCME)

<u>Title</u>	<u>Title Code</u>	Bargaining <u>Unit</u>	<u>Pay Grade</u>
Architect	01440	RC-063	22
Chaplain I	06901	RC-063	16
Chaplain II	06902	RC-063	19
Child Welfare Administrative Case Reviewer	07190	RC-063	22
Child Welfare Advanced Specialist	07215	RC-063	19
Child Welfare Court Facilitator	07196	RC-063	22
Child Welfare Senior Specialist	07217	RC-063	22
Child Welfare Specialist	07218	RC-063	18
Child Welfare Supervisor	07230	RC-063	22
Civil Engineer I	07601	RC-063	15
Civil Engineer II	07602	RC-063	17
Civil Engineer III	07603	RC-063	19
Civil Engineer IV	07604	RC-063	22
Clinical Pharmacist	08235	RC-063	25
Clinical Psychologist	08250	RC-063	23
Day Care Licensing Representative II	11472	RC-063	18
Dentist I	11751	RC-063	23
Dentist II	11752	RC-063	26
Environmental Engineer I	13751	RC-063	15
Environmental Engineer II	13752	RC-063	17
Environmental Engineer III	13753	RC-063	19
Environmental Engineer IV	13754	RC-063	22
Environmental Protection Engineer I	13791	RC-063	15
Environmental Protection Engineer II	13792	RC-063	17
Environmental Protection Engineer III	13793	RC-063	19
Environmental Protection Engineer IV	13794	RC-063	22
Environmental Protection Geologist I	13801	RC-063	14
Environmental Protection Geologist II	13802	RC-063	16
Environmental Protection Geologist III	13803	RC-063	18
Geographic Information Specialist I	17271	RC-063	19
Geographic Information Specialist II	17272	RC-063	23
Geographic Information Trainee	17276	RC-063	15
Graduate Pharmacist	17345	RC-063	20

Hearing and Speech Advanced Specialist	18227	RC-063	22
Hearing and Speech Associate	18231	RC-063	18
Hearing and Speech Specialist	18233	RC-063	20
Information Services Intern	21160	RC-063	15
Information Services Specialist I	21161	RC-063	17
Information Services Specialist II	21162	RC-063	19
Information Systems Analyst I	21165	RC-063	21
Information Systems Analyst II	21166	RC-063	23
Information Systems Analyst III	21167	RC-063	25
Laboratory Research Scientist	23025	RC-063	23
Landscape Architect	23145	RC-063	22
Landscape Planner	23150	RC-063	19
Librarian I	23401	RC-063	16
Management Systems Specialist	25583	RC-063	21
Mechanical Engineer I	26201	RC-063	15
Mechanical Engineer II	26202	RC-063	17
Mechanical Engineer III	26203	RC-063	19
Nutritionist	29820	RC-063	18
Occupational Therapist	29900	RC-063	17
Occupational Therapist Program Coordinator	29908	RC-063	19
Optometrist	30300	RC-063	14
Pharmacy Services Coordinator	32010	RC-063	25
Physical Therapist	32145	RC-063	17
Physical Therapist Program Coordinator	32153	RC-063	19
Podiatrist	32960	RC-063	14
Project Designer	34725	RC-063	19
Psychologist I	35611	RC-063	17
Psychologist II	35612	RC-063	20
Psychologist III	35613	RC-063	22
Psychologist Associate	35626	RC-063	15
Public Health Educator	36430	RC-063	19
Rehabilitation/Mobility Instructor	38163	RC-063	19
Rehabilitation/Mobility Instructor Trainee	38167	RC-063	15
School Psychologist	39200	RC-063	18
Social Worker II	41412	RC-063	18
Social Worker III	41413	RC-063	19
Social Worker IV	41414	RC-063	21
Staff Pharmacist	41787	RC-063	24
Veterinarian I	47901	RC-063	18
Veterinarian II	47902	RC-063	20
Veterinarian III	47903	RC-063	21
Vision/Hearing Consultant I	47941	RC-063	16

Vision/Hearing Consultant II	47942	RC-063	20
Vision/Hearing Consultant III	47943	RC-063	21

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Bargaining Unit: RC-063

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
14	B	2693	2763	2838	2913	3024	3142	3279	3399	3528	3733	3845
14	Q	2784	2858	2935	3013	3131	3257	3399	3526	3661	3874	3990
14	S	2839	2913	2990	3071	3192	3317	3460	3587	3723	3935	4053
15	B	2797	2871	2949	3028	3161	3292	3421	3561	3693	3915	4033
15	Q	2893	2970	3051	3135	3275	3412	3549	3696	3832	4062	4183
15	S	2948	3025	3109	3196	3336	3471	3613	3758	3893	4124	4247
16	B	2921	3000	3082	3170	3313	3458	3603	3753	3903	4133	4257
16	Q	3021	3105	3194	3286	3433	3588	3739	3892	4049	4289	4418
16	S	3080	3165	3254	3347	3496	3652	3803	3956	4113	4350	4482
17	B	3051	3137	3227	3321	3475	3635	3789	3942	4102	4347	4477
17	Q	3160	3251	3346	3441	3606	3772	3930	4090	4256	4510	4646
17	S	3219	3312	3406	3504	3669	3836	3994	4153	4318	4574	4711
18	B	3207	3299	3394	3495	3664	3835	4009	4173	4340	4599	4738
18	Q	3323	3419	3520	3626	3805	3979	4161	4332	4503	4772	4915
18	S	3383	3479	3584	3687	3866	4042	4223	4393	4568	4834	4979
19	B	3375	3473	3576	3684	3872	4055	4244	4421	4606	4885	5032
19	Q	3499	3603	3711	3822	4017	4204	4404	4587	4780	5068	5220
19	S	3561	3667	3775	3885	4081	4269	4466	4651	4843	5131	5285
20	B	3564	3672	3781	3893	4090	4280	4483	4678	4871	5167	5322
20	Q	3699	3809	3922	4039	4243	4442	4652	4852	5054	5363	5524
20	S	3760	3872	3985	4102	4305	4503	4714	4915	5116	5423	5587
21	B	3762	3876	3992	4110	4321	4530	4742	4958	5164	5486	5651
21	Q	3904	4022	4140	4264	4485	4699	4920	5144	5359	5693	5864
21	S	3967	4084	4202	4329	4546	4762	4984	5207	5420	5755	5928

22	B	3976	4096	4220	4346	4572	4795	5022	5254	5473	5813	5987
22	Q	4126	4251	4378	4508	4743	4977	5210	5451	5679	6031	6213
22	S	4189	4312	4441	4573	4804	5039	5270	5513	5744	6095	6277
23	B	4220	4346	4476	4609	4853	5102	5345	5591	5834	6200	6386
23	Q	4378	4508	4643	4785	5037	5295	5544	5800	6053	6432	6625
23	S	4441	4573	4707	4846	5099	5357	5607	5863	6115	6494	6690
24	B	4489	4624	4762	4905	5166	5437	5698	5961	6230	6620	6819
24	Q	4657	4797	4942	5092	5362	5640	5912	6184	6464	6870	7077
24	S	4721	4860	5004	5154	5422	5702	5974	6248	6527	6932	7139
25	B	4785	4929	5077	5229	5515	5806	6095	6385	6675	7104	7317
25	Q	4964	5113	5266	5423	5722	6022	6324	6626	6926	7370	7591
25	S	5029	5175	5331	5487	5785	6084	6386	6687	6987	7433	7656
26	B	5057	5209	5366	5581	5885	6197	6512	6815	7121	7582	7809
26	Q	5259	5417	5580	5805	6121	6444	6772	7087	7405	7885	8121
26	S	5310	5469	5634	5861	6180	6507	6837	7155	7477	7961	8200

Effective January 1, 2006
Bargaining Unit: RC-063

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
14	B	2774	2846	2923	3000	3115	3236	3377	3501	3634	3845	3960
14	Q	2888	2965	3045	3126	3248	3379	3526	3658	3798	4019	4140
14	S	2945	3022	3102	3186	3312	3441	3590	3722	3863	4083	4205
15	B	2881	2957	3037	3119	3256	3391	3524	3668	3804	4032	4154
15	Q	3001	3081	3165	3253	3398	3540	3682	3835	3976	4214	4340
15	S	3059	3138	3226	3316	3461	3601	3748	3899	4039	4279	4406
16	B	3009	3090	3174	3265	3412	3562	3711	3866	4020	4257	4385
16	Q	3134	3221	3314	3409	3562	3723	3879	4038	4201	4450	4584
16	S	3196	3284	3376	3473	3627	3789	3946	4104	4267	4513	4650

17	B	3143	3231	3324	3421	3579	3744	3903	4060	4225	4477	4611
17	Q	3279	3373	3471	3570	3741	3913	4077	4243	4416	4679	4820
17	S	3340	3436	3534	3635	3807	3980	4144	4309	4480	4746	4888
18	B	3303	3398	3496	3600	3774	3950	4129	4298	4470	4737	4880
18	Q	3448	3547	3652	3762	3948	4128	4317	4494	4672	4951	5099
18	S	3510	3609	3718	3825	4011	4194	4381	4558	4739	5015	5166
19	B	3476	3577	3683	3795	3988	4177	4371	4554	4744	5032	5183
19	Q	3630	3738	3850	3965	4168	4362	4569	4759	4959	5258	5416
19	S	3695	3805	3917	4031	4234	4429	4633	4825	5025	5323	5483
20	B	3671	3782	3894	4010	4213	4408	4617	4818	5017	5322	5482
20	Q	3838	3952	4069	4190	4402	4609	4826	5034	5244	5564	5731
20	S	3901	4017	4134	4256	4466	4672	4891	5099	5308	5626	5797
21	B	3875	3992	4112	4233	4451	4666	4884	5107	5319	5651	5821
21	Q	4050	4173	4295	4424	4653	4875	5105	5337	5560	5906	6084
21	S	4116	4237	4360	4491	4716	4941	5171	5402	5623	5971	6150
22	B	4095	4219	4347	4476	4709	4939	5173	5412	5637	5987	6167
22	Q	4281	4410	4542	4677	4921	5164	5405	5655	5892	6257	6446
22	S	4346	4474	4608	4744	4984	5228	5468	5720	5959	6324	6512
23	B	4347	4476	4610	4747	4999	5255	5505	5759	6009	6386	6578
23	Q	4542	4677	4817	4964	5226	5494	5752	6018	6280	6673	6873
23	S	4608	4744	4884	5028	5290	5558	5817	6083	6344	6738	6941
24	B	4624	4763	4905	5052	5321	5600	5869	6140	6417	6819	7024
24	Q	4832	4977	5127	5283	5563	5852	6134	6416	6706	7128	7342
24	S	4898	5042	5192	5347	5625	5916	6198	6482	6772	7192	7407
25	B	4929	5077	5229	5386	5680	5980	6278	6577	6875	7317	7537
25	Q	5150	5305	5463	5626	5937	6248	6561	6874	7186	7646	7876
25	S	5218	5369	5531	5693	6002	6312	6625	6938	7249	7712	7943
26	B	5209	5365	5527	5748	6062	6383	6707	7019	7335	7809	8043
26	Q	5456	5620	5789	6023	6351	6686	7026	7353	7683	8181	8426
26	S	5509	5674	5845	6081	6412	6751	7093	7423	7757	8260	8508

(Source: Amended at 29 Ill. Reg. 19551, effective November 21, 2005)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE Y RC-063 (Educator, AFSCME)

Title Title Code Bargaining Unit
Educator 13100 RC-063

Effective July 1, 2005

12- Month Lane	Educational Level	Pay Plan Code	S T E P S										
			1c	1b	1a	1	2	3	4	5	6	7	8
01	BA	E	3116	3207	3299	3394	3552	3709	3879	4079	4269	4630	4770
01	BA	L	3139	3230	3323	3419	3578	3736	3908	4110	4300	4663	4804
01	BA	P	3200	3291	3383	3479	3641	3797	3969	4171	4363	4726	4867
02	BA + 8 Hours	E	3198	3291	3385	3484	3645	3809	4008	4215	4415	4786	4930
02	BA + 8 Hours	L	3222	3315	3410	3510	3672	3837	4037	4245	4447	4822	4965
02	BA + 8 Hours	P	3282	3376	3470	3574	3735	3898	4099	4307	4510	4883	5030
03	BA + 16 Hours	E	3269	3363	3463	3567	3737	3928	4136	4335	4555	4940	5088
03	BA + 16 Hours	L	3293	3387	3488	3592	3765	3957	4166	4368	4588	4977	5124
03	BA + 16 Hours	P	3353	3450	3549	3655	3826	4018	4228	4430	4652	5039	5190
04	BA + 24 Hours	E	3344	3439	3542	3649	3832	4046	4260	4481	4696	5102	5255
04	BA + 24 Hours	L	3368	3465	3569	3675	3860	4076	4291	4514	4731	5140	5294
04	BA + 24 Hours	P	3428	3528	3630	3739	3922	4138	4352	4577	4794	5204	5360
05	MA	E	3425	3527	3632	3741	3940	4164	4386	4618	4837	5256	5414
05	MA	L	3451	3553	3659	3769	3969	4194	4419	4651	4873	5295	5454
05	MA	P	3511	3617	3722	3832	4032	4256	4481	4713	4934	5357	5517
06	MA + 16 Hours	E	3485	3591	3699	3810	4032	4254	4480	4712	4932	5361	5522
06	MA + 16 Hours	L	3511	3618	3726	3838	4062	4285	4512	4747	4967	5401	5563
06	MA + 16 Hours	P	3575	3680	3788	3899	4124	4347	4576	4808	5032	5461	5625
07	MA + 32 Hours	E	3594	3702	3813	3926	4147	4376	4604	4834	5056	5491	5655
07	MA + 32 Hours	L	3621	3729	3841	3956	4178	4408	4638	4869	5094	5530	5696
07	MA + 32 Hours	P	3683	3791	3904	4017	4241	4470	4699	4932	5156	5593	5760

Effective January 1, 2006

12- Month Lane	Educational Level	Pay Plan Code	S T E P S										
			1c	1b	1a	1	2	3	4	5	6	7	8
01	BA	E	3209	3303	3398	3496	3659	3820	3995	4201	4397	4769	4913
01	BA	L	3257	3351	3448	3547	3712	3876	4055	4264	4461	4838	4984
01	BA	P	3320	3414	3510	3609	3778	3939	4118	4327	4527	4903	5050
02	BA + 8 Hours	E	3294	3390	3487	3589	3754	3923	4128	4341	4547	4930	5078
02	BA + 8 Hours	L	3343	3439	3538	3642	3810	3981	4188	4404	4614	5003	5151
02	BA + 8 Hours	P	3405	3503	3600	3708	3875	4044	4253	4469	4679	5066	5219
03	BA + 16 Hours	E	3367	3464	3567	3674	3849	4046	4260	4465	4692	5088	5241
03	BA + 16 Hours	L	3416	3514	3619	3727	3906	4105	4322	4532	4760	5164	5316
03	BA + 16 Hours	P	3479	3579	3682	3792	3969	4169	4387	4596	4826	5228	5385
04	BA + 24 Hours	E	3444	3542	3648	3758	3947	4167	4388	4615	4837	5255	5413
04	BA + 24 Hours	L	3494	3595	3703	3813	4005	4229	4452	4683	4908	5333	5493
04	BA + 24 Hours	P	3557	3660	3766	3879	4069	4293	4515	4749	4974	5399	5561
05	MA	E	3528	3633	3741	3853	4058	4289	4518	4757	4982	5414	5576
05	MA	L	3580	3686	3796	3910	4118	4351	4585	4825	5056	5494	5659
05	MA	P	3643	3753	3862	3976	4183	4416	4649	4890	5119	5558	5724
06	MA + 16 Hours	E	3590	3699	3810	3924	4153	4382	4614	4853	5080	5522	5688
06	MA + 16 Hours	L	3643	3754	3866	3982	4214	4446	4681	4925	5153	5604	5772
06	MA + 16 Hours	P	3709	3818	3930	4045	4279	4510	4748	4988	5221	5666	5836
07	MA + 32 Hours	E	3702	3813	3927	4044	4271	4507	4742	4979	5208	5656	5825
07	MA + 32 Hours	L	3757	3869	3985	4104	4335	4573	4812	5052	5285	5737	5910
07	MA + 32 Hours	P	3821	3933	4050	4168	4400	4638	4875	5117	5349	5803	5976

Effective July 1, 2005

9- Month Lane	Educational Level	Pay Plan Code	S T E P S							
			1	2	3	4	5	6	7	8
01	BA	M	2505	2643	2786	2926	3076	3219	3531	3637
01	BA	O	2505	2643	2786	2926	3076	3219	3531	3637
02	BA + 8 Hours	M	2584	2723	2873	3022	3178	3328	3647	3756
02	BA + 8 Hours	O	2584	2723	2873	3022	3178	3328	3647	3756
03	BA + 16 Hours	M	2651	2807	2964	3119	3269	3433	3765	3878
03	BA + 16 Hours	O	2651	2807	2964	3119	3269	3433	3765	3878

04	BA + 24 Hours	M	2725	2890	3052	3214	3380	3541	3886	4002
04	BA + 24 Hours	O	2725	2890	3052	3214	3380	3541	3886	4002
05	MA	M	2809	2972	3139	3310	3481	3645	4001	4121
05	MA	O	2809	2972	3139	3310	3481	3645	4001	4121
06	MA + 16 Hours	M	2875	3041	3209	3379	3552	3717	4078	4201
06	MA + 16 Hours	O	2875	3041	3209	3379	3552	3717	4078	4201
07	MA + 32 Hours	M	2963	3128	3298	3470	3644	3811	4178	4303
07	MA + 32 Hours	O	2963	3128	3298	3470	3644	3811	4178	4303

Effective January 1, 2006

9- Month Lane	Educational Level	Pay Plan Code	S T E P S							
			1	2	3	4	5	6	7	8
01	BA	M	2580	2722	2870	3014	3168	3316	3637	3746
01	BA	O	2580	2722	2870	3014	3168	3316	3637	3746
02	BA + 8 Hours	M	2662	2805	2959	3113	3273	3428	3756	3869
02	BA + 8 Hours	O	2662	2805	2959	3113	3273	3428	3756	3869
03	BA + 16 Hours	M	2731	2891	3053	3213	3367	3536	3878	3994
03	BA + 16 Hours	O	2731	2891	3053	3213	3367	3536	3878	3994
04	BA + 24 Hours	M	2807	2977	3144	3310	3481	3647	4003	4122
04	BA + 24 Hours	O	2807	2977	3144	3310	3481	3647	4003	4122
05	MA	M	2893	3061	3233	3409	3585	3754	4121	4245
05	MA	O	2893	3061	3233	3409	3585	3754	4121	4245
06	MA + 16 Hours	M	2961	3132	3305	3480	3659	3829	4200	4327
06	MA + 16 Hours	O	2961	3132	3305	3480	3659	3829	4200	4327
07	MA + 32 Hours	M	3052	3222	3397	3574	3753	3925	4303	4432
07	MA + 32 Hours	O	3052	3222	3397	3574	3753	3925	4303	4432

(Source: Amended at 29 Ill. Reg. 19551, effective November 21, 2005)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE Z RC-063 (Physicians, AFSCME**

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Physician	32200	RC-063	MD
Physician Specialist, Option A	32221	RC-063	MD-A
Physician Specialist, Option B	32222	RC-063	MD-B
Physician Specialist, Option C	32223	RC-063	MD-C
Physician Specialist, Option D	32224	RC-063	MD-D
Physician Specialist, Option E	32225	RC-063	MD-E

Effective July 1, 2005
Bargaining Unit: RC-063

Pay Grade	Pay Plan		S T E P S							
	Code	1c	1b	1a	1	2	3	4	5	6
MD	B	6909	7118	7331	7549	7984	8421	8856	9296	9727
MD	Q	7170	7385	7605	7834	8284	8738	9189	9644	10093
MD	S	7231	7447	7667	7896	8347	8801	9253	9707	10157
MD-A	B	7305	7526	7752	7984	8477	8974	9468	9959	10452
MD-A	Q	7581	7809	8043	8284	8798	9310	9825	10334	10847
MD-A	S	7642	7872	8105	8347	8858	9373	9886	10397	10908
MD-B	B	7972	8211	8459	8710	9231	9756	10279	10802	11326
MD-B	Q	8271	8521	8774	9039	9580	10125	10665	11207	11751
MD-B	S	8334	8582	8837	9100	9642	10186	10727	11270	11814
MD-C	B	8901	9168	9443	9727	10307	10891	11469	12050	12632
MD-C	Q	9235	9513	9798	10093	10697	11301	11900	12503	13106
MD-C	S	9297	9576	9861	10157	10758	11362	11964	12565	13169
MD-D	B	9966	10266	10572	10891	11469	12050	12632	13212	13792
MD-D	Q	10342	10650	10971	11301	11900	12503	13106	13710	14310
MD-D	S	10405	10713	11034	11362	11964	12565	13169	13771	14373

MD-E	B	10565	10880	11207	11545	12157	12774	13390	14007	14619
MD-E	Q	10961	11289	11630	11978	12615	13255	13893	14533	15169
MD-E	S	11024	11353	11692	12041	12677	13317	13956	14596	15232

Effective January 1, 2006

Bargaining Unit: RC-063

Pay Grade	Pay Plan Code	S T E P S								
		1c	1b	1a	1	2	3	4	5	6
MD	B	7116	7332	7551	7775	8224	8674	9122	9575	10019
MD	Q	7439	7662	7890	8128	8595	9066	9534	10006	10471
MD	S	7502	7726	7955	8192	8660	9131	9600	10071	10538
MD-A	B	7524	7752	7985	8224	8731	9243	9752	10258	10766
MD-A	Q	7865	8102	8345	8595	9128	9659	10193	10722	11254
MD-A	S	7929	8167	8409	8660	9190	9724	10257	10787	11317
MD-B	B	8211	8457	8713	8971	9508	10049	10587	11126	11666
MD-B	Q	8581	8841	9103	9378	9939	10505	11065	11627	12192
MD-B	S	8647	8904	9168	9441	10004	10568	11129	11693	12257
MD-C	B	9168	9443	9726	10019	10616	11218	11813	12412	13011
MD-C	Q	9581	9870	10165	10471	11098	11725	12346	12972	13597
MD-C	S	9646	9935	10231	10538	11161	11788	12413	13036	13663
MD-D	B	10265	10574	10889	11218	11813	12412	13011	13608	14206
MD-D	Q	10730	11049	11382	11725	12346	12972	13597	14224	14847
MD-D	S	10795	11115	11448	11788	12413	13036	13663	14287	14912
MD-E	B	10882	11206	11543	11891	12522	13157	13792	14427	15058
MD-E	Q	11372	11712	12066	12427	13088	13752	14414	15078	15738
MD-E	S	11437	11779	12130	12493	13152	13816	14479	15143	15803

(Source: Amended at 29 Ill. Reg. 19551, effective November 21, 2005)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE AA NR-916 (Department of Natural Resources, Teamsters)**

Effective July 1, 2005

	Title Code	Bargaining Unit	Minimum Salary	Maximum Salary
Cartographer III	06673	NR-916	3430	6110
Civil Engineer I	07601	NR-916	3335	5160
Civil Engineer II	07602	NR-916	3560	5915
Civil Engineer III	07603	NR-916	3915	6625
Civil Engineer Trainee	07607	NR-916	3145	4385
Engineering Technician I	13731	NR-916	1940	3485
Engineering Technician II	13732	NR-916	2325	4180
Engineering Technician III	13733	NR-916	2815	4980
Engineering Technician IV	13734	NR-916	3450	6460
Technical Manager I	45261	NR-916	2645	4705

(Source: Amended at 30 Ill. Reg. 2289, effective February 6, 2006)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE AB VR-007 (Plant Maintenance Engineers, Operating Engineers)
(Repealed)**

(Source: Peremptory amendment at 28 Ill. Reg. 7323, effective May 10, 2004)

Section 310.APPENDIX B Schedule of Salary Grades – Monthly Rates of Pay for Fiscal Year 2006

Effective July 1, 2005

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
1	7	1663	1704	1746	1789	1835	1877	1922	1974	2018	2098	2140
1	8	1704	1746	1789	1834	1881	1924	1971	2024	2070	2152	2195
1	9	1755	1798	1841	1885	1933	1976	2022	2076	2121	2203	2247

2	7	1705	1747	1790	1835	1877	1922	1976	2024	2072	2153	2196
2	8	1747	1790	1835	1881	1924	1971	2026	2076	2125	2209	2253
2	9	1799	1842	1886	1933	1976	2022	2078	2127	2177	2260	2305
3	7	1743	1786	1831	1877	1922	1977	2027	2076	2127	2221	2265
3	8	1786	1831	1877	1924	1971	2027	2079	2129	2182	2279	2325
3	9	1838	1882	1928	1976	2022	2079	2130	2181	2233	2330	2377
4	7	1784	1829	1875	1922	1977	2031	2080	2141	2190	2288	2334
4	8	1829	1875	1922	1971	2027	2083	2133	2196	2247	2348	2395
4	9	1880	1926	1974	2022	2079	2134	2185	2248	2298	2399	2447
5	7	1835	1881	1928	1977	2033	2091	2148	2202	2258	2358	2402
5	8	1881	1928	1977	2027	2085	2145	2203	2259	2317	2417	2465
5	9	1933	1980	2028	2079	2136	2196	2255	2311	2368	2468	2517
6	7	1886	1934	1983	2033	2092	2150	2214	2273	2337	2440	2489
6	8	1934	1983	2033	2085	2146	2206	2271	2332	2398	2405	2554
6	9	1985	2035	2085	2136	2197	2257	2323	2384	2450	2556	2607
7	7	1940	1989	2040	2092	2153	2219	2284	2349	2417	2530	2581
7	8	1989	2040	2092	2146	2209	2277	2344	2410	2481	2597	2649
7	9	2041	2091	2144	2197	2260	2328	2395	2462	2532	2648	2701
8	7	1996	2047	2099	2153	2224	2293	2369	2435	2508	2626	2679
8	8	2047	2099	2153	2209	2282	2353	2431	2499	2574	2696	2750
8	9	2098	2151	2204	2260	2333	2404	2483	2551	2626	2747	2802
9	7	2061	2114	2168	2224	2296	2374	2449	2529	2605	2727	2782
9	8	2114	2168	2224	2282	2356	2436	2513	2596	2674	2801	2857
9	9	2165	2220	2276	2333	2407	2488	2565	2647	2726	2854	2911
10	7	2129	2184	2241	2299	2386	2461	2543	2623	2706	2843	2900
10	8	2184	2241	2299	2359	2449	2526	2610	2693	2778	2924	2982
10	9	2235	2292	2351	2410	2500	2577	2662	2744	2832	2980	3040
11	7	2210	2267	2326	2387	2473	2554	2645	2733	2817	2966	3025
11	8	2267	2326	2387	2450	2538	2622	2715	2807	2896	3052	3113
11	9	2319	2378	2438	2501	2590	2673	2767	2860	2952	3107	3169

12	7	2300	2360	2422	2486	2578	2664	2763	2854	2959	3118	3180
12	8	2360	2422	2486	2552	2646	2735	2840	2936	3044	3209	3273
12	9	2412	2473	2537	2603	2698	2787	2894	2991	3100	3266	3331
13	7	2387	2450	2515	2581	2676	2778	2883	2988	3099	3272	3337
13	8	2450	2515	2581	2649	2747	2855	2966	3074	3188	3370	3437
13	9	2501	2566	2633	2701	2800	2910	3022	3130	3246	3428	3497
14	7	2488	2554	2622	2692	2795	2904	3031	3141	3261	3450	3519
14	8	2554	2622	2692	2764	2873	2988	3118	3235	3359	3554	3625
14	9	2605	2673	2743	2817	2928	3043	3174	3291	3415	3611	3683
15	7	2585	2654	2725	2799	2921	3042	3162	3291	3413	3618	3690
15	8	2654	2725	2799	2877	3005	3130	3256	3391	3515	3726	3801
15	9	2705	2776	2852	2932	3061	3185	3314	3447	3572	3784	3860
16	7	2700	2772	2849	2930	3062	3196	3330	3468	3607	3820	3896
16	8	2772	2849	2930	3015	3150	3292	3431	3571	3715	3935	4014
16	9	2826	2904	2986	3070	3207	3350	3488	3629	3773	3991	4071
17	7	2819	2899	2983	3069	3212	3360	3502	3643	3791	4017	4097
17	8	2899	2983	3069	3158	3308	3461	3606	3753	3905	4138	4221
17	9	2954	3038	3125	3214	3366	3519	3664	3811	3962	4196	4280
18	7	2963	3049	3137	3230	3387	3544	3705	3857	4012	4251	4336
18	8	3049	3137	3230	3327	3490	3651	3817	3974	4132	4378	4466
18	9	3104	3192	3288	3383	3547	3709	3874	4031	4190	4435	4524
19	7	3119	3210	3305	3405	3579	3747	3922	4086	4257	4514	4604
19	8	3210	3305	3405	3507	3686	3858	4040	4209	4386	4650	4743
19	9	3267	3364	3463	3564	3744	3916	4097	4267	4443	4707	4801
20	7	3293	3393	3494	3598	3780	3956	4143	4323	4501	4776	4872
20	8	3393	3494	3598	3706	3893	4075	4268	4452	4637	4920	5018
20	9	3449	3552	3656	3763	3950	4132	4325	4510	4694	4976	5076
21	7	3477	3582	3689	3798	3993	4187	4383	4583	4773	5070	5171
21	8	3582	3689	3798	3912	4114	4312	4514	4719	4916	5223	5327
21	9	3639	3747	3856	3971	4171	4369	4572	4777	4973	5280	5386

22	7	3675	3786	3900	4016	4225	4432	4641	4856	5059	5372	5479
22	8	3786	3900	4016	4137	4352	4565	4780	5001	5211	5534	5645
22	9	3843	3956	4074	4195	4408	4623	4836	5058	5269	5591	5703
23	7	3900	4016	4137	4260	4486	4715	4939	5167	5392	5730	5845
23	8	4016	4137	4260	4389	4621	4858	5087	5321	5553	5901	6019
23	9	4074	4195	4318	4446	4678	4914	5144	5379	5611	5959	6078
24	7	4149	4273	4401	4534	4775	5024	5265	5509	5758	6118	6240
24	8	4273	4401	4534	4671	4919	5174	5424	5674	5930	6303	6429
24	9	4331	4459	4591	4729	4975	5231	5481	5732	5988	6360	6487
25	7	4422	4555	4691	4832	5097	5365	5633	5901	6169	6565	6696
25	8	4555	4691	4832	4976	5250	5525	5802	6079	6354	6762	6897
25	9	4613	4748	4890	5034	5308	5582	5859	6136	6411	6819	6955

Effective December 2, 2005, the base salary for each employee who has 12 months of State service, or upon completing 12 months of State service by or on December 1, 2006, receives a 4% adjustment increase without change in the employee's creditable service date.

		Effective December 2, 2005										
Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
1	7	1730	1772	1816	1861	1908	1952	1999	2053	2099	2182	2226
1	8	1772	1816	1861	1907	1956	2001	2050	2105	2153	2238	2283
1	9	1825	1870	1915	1960	2010	2055	2103	2159	2206	2291	2337
2	7	1773	1817	1862	1908	1952	1999	2055	2105	2155	2239	2284
2	8	1817	1862	1908	1956	2001	2050	2107	2159	2210	2297	2343
2	9	1871	1916	1961	2010	2055	2103	2161	2212	2264	2350	2397
3	7	1813	1857	1904	1952	1999	2056	2108	2159	2212	2310	2356
3	8	1857	1904	1952	2001	2050	2108	2162	2214	2269	2370	2418
3	9	1912	1957	2005	2055	2103	2162	2215	2268	2322	2423	2472
4	7	1855	1902	1950	1999	2056	2112	2163	2227	2278	2380	2427
4	8	1902	1950	1999	2050	2108	2166	2218	2284	2337	2442	2491
4	9	1955	2003	2053	2103	2162	2219	2272	2338	2390	2495	2545

5	7	1908	1956	2005	2056	2114	2175	2234	2290	2348	2452	2498
5	8	1956	2005	2056	2108	2168	2231	2291	2349	2410	2514	2564
5	9	2010	2059	2109	2162	2221	2284	2345	2403	2463	2567	2618
6	7	1961	2011	2062	2114	2176	2236	2303	2364	2430	2538	2589
6	8	2011	2062	2114	2168	2232	2294	2362	2425	2494	2501	2656
6	9	2064	2116	2168	2221	2285	2347	2416	2479	2548	2658	2711
7	7	2018	2069	2122	2176	2239	2308	2375	2443	2514	2631	2684
7	8	2069	2122	2176	2232	2297	2368	2438	2506	2580	2701	2755
7	9	2123	2175	2230	2285	2350	2421	2491	2560	2633	2754	2809
8	7	2076	2129	2183	2239	2313	2385	2464	2532	2608	2731	2786
8	8	2129	2183	2239	2297	2373	2447	2528	2599	2677	2804	2860
8	9	2182	2237	2292	2350	2426	2500	2582	2653	2731	2857	2914
9	7	2143	2199	2255	2313	2388	2469	2547	2630	2709	2836	2893
9	8	2199	2255	2313	2373	2450	2533	2614	2700	2781	2913	2971
9	9	2252	2309	2367	2426	2503	2588	2668	2753	2835	2968	3027
10	7	2214	2271	2331	2391	2481	2559	2645	2728	2814	2957	3016
10	8	2271	2331	2391	2453	2547	2627	2714	2801	2889	3041	3101
10	9	2324	2384	2445	2506	2600	2680	2768	2854	2945	3099	3162
11	7	2298	2358	2419	2482	2572	2656	2751	2842	2930	3085	3146
11	8	2358	2419	2482	2548	2640	2727	2824	2919	3012	3174	3238
11	9	2412	2473	2536	2601	2694	2780	2878	2974	3070	3231	3296
12	7	2392	2454	2519	2585	2681	2771	2874	2968	3077	3243	3307
12	8	2454	2519	2585	2654	2752	2844	2954	3053	3166	3337	3404
12	9	2508	2572	2638	2707	2806	2898	3010	3111	3224	3397	3464
13	7	2482	2548	2616	2684	2783	2889	2998	3108	3223	3403	3470
13	8	2548	2616	2684	2755	2857	2969	3085	3197	3316	3505	3574
13	9	2601	2669	2738	2809	2912	3026	3143	3255	3376	3565	3637

14	7	2588	2656	2727	2800	2907	3020	3152	3267	3391	3588	3660
14	8	2656	2727	2800	2875	2988	3108	3243	3364	3493	3696	3770
14	9	2709	2780	2853	2930	3045	3165	3301	3423	3552	3755	3830
15	7	2688	2760	2834	2911	3038	3164	3288	3423	3550	3763	3838
15	8	2760	2834	2911	2992	3125	3255	3386	3527	3656	3875	3953
15	9	2813	2887	2966	3049	3183	3312	3447	3585	3715	3935	4014
16	7	2808	2883	2963	3047	3184	3324	3463	3607	3751	3973	4052
16	8	2883	2963	3047	3136	3276	3424	3568	3714	3864	4092	4175
16	9	2939	3020	3105	3193	3335	3484	3628	3774	3924	4151	4234
17	7	2932	3015	3102	3192	3340	3494	3642	3789	3943	4178	4261
17	8	3015	3102	3192	3284	3440	3599	3750	3903	4061	4304	4390
17	9	3072	3160	3250	3343	3501	3660	3811	3963	4120	4364	4451
18	7	3082	3171	3262	3359	3522	3686	3853	4011	4172	4421	4509
18	8	3171	3262	3359	3460	3630	3797	3970	4133	4297	4553	4645
18	9	3228	3320	3420	3518	3689	3857	4029	4192	4358	4612	4705
19	7	3244	3338	3437	3541	3722	3897	4079	4249	4427	4695	4788
19	8	3338	3437	3541	3647	3833	4012	4202	4377	4561	4836	4933
19	9	3398	3499	3602	3707	3894	4073	4261	4438	4621	4895	4993
20	7	3425	3529	3634	3742	3931	4114	4309	4496	4681	4967	5067
20	8	3529	3634	3742	3854	4049	4238	4439	4630	4822	5117	5219
20	9	3587	3694	3802	3914	4108	4297	4498	4690	4882	5175	5279
21	7	3616	3725	3837	3950	4153	4354	4558	4766	4964	5273	5378
21	8	3725	3837	3950	4068	4279	4484	4695	4908	5113	5432	5540
21	9	3785	3897	4010	4130	4338	4544	4755	4968	5172	5491	5601
22	7	3822	3937	4056	4177	4394	4609	4827	5050	5261	5587	5698
22	8	3937	4056	4177	4302	4526	4748	4971	5201	5419	5755	5871
22	9	3997	4114	4237	4363	4584	4808	5029	5260	5480	5815	5931

23	7	4056	4177	4302	4430	4665	4904	5137	5374	5608	5959	6079
23	8	4177	4302	4430	4565	4806	5052	5290	5534	5775	6137	6260
23	9	4237	4363	4491	4624	4865	5111	5350	5594	5835	6197	6321
24	7	4315	4444	4577	4715	4966	5225	5476	5729	5988	6363	6490
24	8	4444	4577	4715	4858	5116	5381	5641	5901	6167	6555	6686
24	9	4504	4637	4775	4918	5174	5440	5700	5961	6228	6614	6746
25	7	4599	4737	4879	5025	5301	5580	5858	6137	6416	6828	6964
25	8	4737	4879	5025	5175	5460	5746	6034	6322	6608	7032	7173
25	9	4798	4938	5086	5235	5520	5805	6093	6381	6667	7092	7233

(Source: Amended at 30 Ill. Reg. 7857, effective April 17, 2006)

Section 310.APPENDIX C Medical Administrator Rates for Fiscal Year 2006

Effective July 1, 2005

<u>Title</u>	<u>Minimum Salary</u>	<u>Midpoint Salary</u>	<u>Maximum Salary</u>
Medical Administrator I, Option C	8090	9843	11596
Medical Administrator I, Option D	9035	10837	12639
Medical Administrator II, Option C	8743	10528	12313
Medical Administrator II, Option D	10039	11903	13767
Medical Administrator III	10396	12438	14480
Medical Administrator IV	10564	12606	14648
Medical Administrator V	10734	12778	14822

Effective December 2, 2005, the minimum, the base salary for each employee who has 12 months of State service, or upon completing 12 months of State service by or on December 1, 2006, receives a 4% adjustment increase without change in creditable service date.

Effective December 2, 2005

<u>Title</u>	<u>Minimum Salary</u>	<u>Midpoint Salary</u>	<u>Maximum Salary</u>
Medical Administrator I, Option C	8414	10237	12060
Medical Administrator I, Option D	9396	11271	13145
Medical Administrator II, Option C	9093	10950	12806
Medical Administrator II, Option D	10441	12380	14318
Medical Administrator III	10812	12936	15059
Medical Administrator IV	10987	13111	15234
Medical Administrator V	11163	13289	15415

The rates of pay for physicians occupying or appointed to a position in the Medical Administrator classes shall be as listed in the above schedule. All provisions of Subpart C of the Pay Plan, Merit Compensation System will apply to the Medical Administrator positions.

(Source: Amended at 30 Ill. Reg. 7857, effective April 17, 2006)

Section 310.APPENDIX D Merit Compensation System Salary Schedule for Fiscal Year 2006

Effective July 1, 2005			
<u>Salary Range</u>	<u>Minimum Salary</u>	<u>Midpoint Salary</u>	<u>Maximum Salary</u>
MC 01	2142	2904	3666
MC 02	2235	3053	3871
MC 03	2343	3230	4117
MC 04	2449	3381	4313
MC 05	2571	3581	4591
MC 06	2702	3759	4816
MC 07	2843	3984	5125
MC 08	2996	4227	5458

MC 09	3167	4463	5759
MC 10	3346	4752	6158
MC 11	3534	5046	6558
MC 12	3753	5384	7015
MC 13	4008	5755	7502
MC 14	4286	6179	8072
MC 15	4600	6624	8648
MC 16	4925	7116	9307
MC 17	5314	7681	10048
MC 18	5728	8015	10302
MC 19	6187	8364	10541

Effective September 15, 2005

Salary <u>Range</u>	Minimum <u>Salary</u>	Midpoint <u>Salary</u>	Maximum <u>Salary</u>
MC-20	12605	14053	15500

Effective December 2, 2005, the minimum, the base salary for each employee who has 12 months of State service, or upon completing 12 months of State service by or on December 1, 2006, receives a 4% adjustment increase without change in creditable service date.

Effective December 2, 2005

Salary <u>Range</u>	Minimum <u>Salary</u>	Midpoint <u>Salary</u>	Maximum <u>Salary</u>
MC 01	2228	3021	3813
MC 02	2324	3175	4026
MC 03	2437	3360	4282
MC 04	2547	3517	4486
MC 05	2674	3725	4775
MC 06	2810	3910	5009
MC 07	2957	4144	5330
MC 08	3116	4396	5676
MC 09	3294	4642	5989

MC 10	3480	4942	6404
MC 11	3675	5248	6820
MC 12	3903	5600	7296
MC 13	4168	5985	7802
MC 14	4457	6426	8395
MC 15	4784	6889	8994
MC 16	5122	7401	9679
MC 17	5527	7989	10450
MC 18	5957	8336	10714
MC 19	6434	8699	10963
MC 20	13109	14615	16120

(Source: Amended at 30 Ill. Reg. 7857, effective April 17, 2006)

Section 310.APPENDIX E Teaching Salary Schedule (Repealed)

(Source: Repealed at 8 Ill. Reg. 22844, effective November 14, 1984)

Section 310.APPENDIX F Physician and Physician Specialist Salary Schedule (Repealed)

(Source: Repealed at 8 Ill. Reg. 22844, effective November 14, 1984)

Section 310.APPENDIX G Broad-Band Pay Range Classes Salary Schedule for Fiscal Year 2006

<u>Title</u>	Effective July 1, 2005	
	<u>Minimum Salary</u>	<u>Maximum Salary</u>
Health Information Administrator	2571	5125
Human Resources Representative	2235	4313
Human Resources Specialist	2571	5125
Public Service Administrator	2996	6558
Residential Services Supervisor	2235	4313
Senior Public Service Administrator	4130	9705
Site Superintendent	2571	5125

Effective December 2, 2005, the minimum, the base salary for each employee who has 12 months of State service, or upon completing 12 months of State service by or on December 1, 2006, receives a 4% adjustment increase without change in creditable service date.

Effective December 2, 2005		
<u>Title</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>
Health Information Administrator	2674	5330
Human Resources Representative	2324	4486
Human Resources Specialist	2674	5330
Public Service Administrator	3116	6820
Residential Services Supervisor	2324	4486
Senior Public Service Administrator	4295	10093
Site Superintendent	2674	5330

(Source: Amended at 30 Ill. Reg. 7857, effective April 17, 2006)